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REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
William W. Gross Director	Division of Wage Determinations
Wage Determination No.: 1994-2017 Revision No.: 32 Date of Last Revision: 02/18/2005	
State: Alaska Area: Alaska Statewide	

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	12.25
01012 - Accounting Clerk II	13.46
01013 - Accounting Clerk III	16.97
01014 - Accounting Clerk IV	19.02
01030 - Court Reporter	17.92
01050 - Dispatcher, Motor Vehicle	17.18
01060 - Document Preparation Clerk	15.39
01070 - Messenger (Courier)	13.11
01090 - Duplicating Machine Operator	13.38
01110 - Film/Tape Librarian	15.27
01115 - General Clerk I	12.27
01116 - General Clerk II	14.80
01117 - General Clerk III	15.56
01118 - General Clerk IV	17.51
01120 - Housing Referral Assistant	18.57
01131 - Key Entry Operator I	12.28
01132 - Key Entry Operator II	17.14
01191 - Order Clerk I	13.94
01192 - Order Clerk II	15.73
01261 - Personnel Assistant (Employment) I	15.35
01262 - Personnel Assistant (Employment) II	17.25
01263 - Personnel Assistant (Employment) III	19.28
01264 - Personnel Assistant (Employment) IV	22.38
01270 - Production Control Clerk	21.31
01290 - Rental Clerk	15.27
01300 - Scheduler, Maintenance	16.01
01311 - Secretary I	16.01
01312 - Secretary II	17.92
01313 - Secretary III	18.57
01314 - Secretary IV	20.88
01315 - Secretary V	22.76
01320 - Service Order Dispatcher	15.37
01341 - Stenographer I	14.27
01342 - Stenographer II	16.03
01400 - Supply Technician	20.88
01420 - Survey Worker (Interviewer)	17.07
01460 - Switchboard Operator-Receptionist	12.54
01510 - Test Examiner	17.92
01520 - Test Proctor	17.92
01531 - Travel Clerk I	13.18
01532 - Travel Clerk II	14.55
01533 - Travel Clerk III	16.08
01611 - Word Processor I	14.36

01612 - Word Processor II	16.23
01613 - Word Processor III	17.57
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	16.45
03041 - Computer Operator I	16.09
03042 - Computer Operator II	17.14
03043 - Computer Operator III	24.42
03044 - Computer Operator IV	25.98
03045 - Computer Operator V	27.62
03071 - Computer Programmer I (1)	22.08
03072 - Computer Programmer II (1)	27.30
03073 - Computer Programmer III (1)	27.62
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	27.62
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	16.62
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	22.47
05010 - Automotive Glass Installer	20.51
05040 - Automotive Worker	20.51
05070 - Electrician, Automotive	22.17
05100 - Mobile Equipment Servicer	18.40
05130 - Motor Equipment Metal Mechanic	22.47
05160 - Motor Equipment Metal Worker	20.51
05190 - Motor Vehicle Mechanic	22.47
05220 - Motor Vehicle Mechanic Helper	17.38
05250 - Motor Vehicle Upholstery Worker	20.51
05280 - Motor Vehicle Wrecker	20.51
05310 - Painter, Automotive	21.44
05340 - Radiator Repair Specialist	20.51
05370 - Tire Repairer	17.78
05400 - Transmission Repair Specialist	22.47
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	10.30
07010 - Baker	14.50
07041 - Cook I	12.82
07042 - Cook II	14.72
07070 - Dishwasher	10.99
07130 - Meat Cutter	16.33
07250 - Waiter/Waitress	10.83
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	21.44
09040 - Furniture Handler	15.78
09070 - Furniture Refinisher	21.44
09100 - Furniture Refinisher Helper	17.38
09110 - Furniture Repairer, Minor	19.42
09130 - Upholsterer	21.44
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	10.41
11060 - Elevator Operator	11.07
11090 - Gardener	15.93
11121 - House Keeping Aid I	10.69
11122 - House Keeping Aid II	11.99
11150 - Janitor	12.92
11210 - Laborer, Grounds Maintenance	13.26
11240 - Maid or Houseman	10.69
11270 - Pest Controller	16.93
11300 - Refuse Collector	17.26
11330 - Tractor Operator	15.03
11360 - Window Cleaner	14.27
12000 - Health Occupations	
12020 - Dental Assistant	15.88

12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	19.48
12071 - Licensed Practical Nurse I	14.67
12072 - Licensed Practical Nurse II	16.49
12073 - Licensed Practical Nurse III	18.45
12100 - Medical Assistant	14.93
12130 - Medical Laboratory Technician	18.89
12160 - Medical Record Clerk	14.66
12190 - Medical Record Technician	15.36
12221 - Nursing Assistant I	10.52
12222 - Nursing Assistant II	11.84
12223 - Nursing Assistant III	12.89
12224 - Nursing Assistant IV	14.50
12250 - Pharmacy Technician	15.62
12280 - Phlebotomist	16.49
12311 - Registered Nurse I	22.19
12312 - Registered Nurse II	27.15
12313 - Registered Nurse II, Specialist	27.15
12314 - Registered Nurse III	32.84
12315 - Registered Nurse III, Anesthetist	32.84
12316 - Registered Nurse IV	39.38
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	23.84
13011 - Exhibits Specialist I	21.09
13012 - Exhibits Specialist II	25.29
13013 - Exhibits Specialist III	30.90
13041 - Illustrator I	21.09
13042 - Illustrator II	25.29
13043 - Illustrator III	30.90
13047 - Librarian	22.95
13050 - Library Technician	19.63
13071 - Photographer I	16.79
13072 - Photographer II	21.09
13073 - Photographer III	21.99
13074 - Photographer IV	26.87
13075 - Photographer V	28.25
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	9.64
15030 - Counter Attendant	9.64
15040 - Dry Cleaner	12.29
15070 - Finisher, Flatwork, Machine	9.64
15090 - Presser, Hand	9.64
15100 - Presser, Machine, Drycleaning	9.64
15130 - Presser, Machine, Shirts	9.64
15160 - Presser, Machine, Wearing Apparel, Laundry	9.64
15190 - Sewing Machine Operator	13.17
15220 - Tailor	14.50
15250 - Washer, Machine	10.52
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	23.06
19040 - Tool and Die Maker	28.71
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	24.18
21020 - Material Coordinator	21.31
21030 - Material Expediter	21.31
21040 - Material Handling Laborer	16.29
21050 - Order Filler	13.82
21071 - Forklift Operator	17.80
21080 - Production Line Worker (Food Processing)	17.80
21100 - Shipping/Receiving Clerk	17.20
21130 - Shipping Packer	17.20
21140 - Store Worker I	13.66
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	18.50
21210 - Tools and Parts Attendant	17.80

21400 - Warehouse Specialist	17.80
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	23.71
23040 - Aircraft Mechanic Helper	18.58
23050 - Aircraft Quality Control Inspector	25.10
23060 - Aircraft Servicer	20.76
23070 - Aircraft Worker	21.84
23100 - Appliance Mechanic	23.05
23120 - Bicycle Repairer	17.78
23125 - Cable Splicer	31.61
23130 - Carpenter, Maintenance	23.24
23140 - Carpet Layer	21.64
23160 - Electrician, Maintenance	28.07
23181 - Electronics Technician, Maintenance I	21.21
23182 - Electronics Technician, Maintenance II	30.22
23183 - Electronics Technician, Maintenance III	32.77
23260 - Fabric Worker	20.22
23290 - Fire Alarm System Mechanic	23.52
23310 - Fire Extinguisher Repairer	19.16
23340 - Fuel Distribution System Mechanic	28.42
23370 - General Maintenance Worker	20.43
23400 - Heating, Refrigeration and Air Conditioning Mechanic	23.39
23430 - Heavy Equipment Mechanic	25.13
23440 - Heavy Equipment Operator	27.85
23460 - Instrument Mechanic	24.47
23470 - Laborer	13.51
23500 - Locksmith	22.55
23530 - Machinery Maintenance Mechanic	27.44
23550 - Machinist, Maintenance	23.08
23580 - Maintenance Trades Helper	17.38
23640 - Millwright	24.47
23700 - Office Appliance Repairer	23.05
23740 - Painter, Aircraft	24.52
23760 - Painter, Maintenance	21.45
23790 - Pipefitter, Maintenance	29.11
23800 - Plumber, Maintenance	27.79
23820 - Pneudraulic Systems Mechanic	24.47
23850 - Rigger	24.47
23870 - Scale Mechanic	21.64
23890 - Sheet-Metal Worker, Maintenance	25.83
23910 - Small Engine Mechanic	21.64
23930 - Telecommunication Mechanic I	23.93
23931 - Telecommunication Mechanic II	27.34
23950 - Telephone Lineman	23.93
23960 - Welder, Combination, Maintenance	23.10
23965 - Well Driller	24.47
23970 - Woodcraft Worker	24.47
23980 - Woodworker	20.12
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.47
24580 - Child Care Center Clerk	15.54
24600 - Chore Aid	11.74
24630 - Homemaker	18.94
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	26.53
25040 - Sewage Plant Operator	23.05
25070 - Stationary Engineer	26.53
25190 - Ventilation Equipment Tender	17.40
25210 - Water Treatment Plant Operator	23.05
27000 - Protective Service Occupations	
(not set) - Police Officer	29.17
27004 - Alarm Monitor	17.94
27006 - Corrections Officer	24.74

27010 - Court Security Officer	23.89
27040 - Detention Officer	24.74
27070 - Firefighter	20.42
27101 - Guard I	12.73
27102 - Guard II	15.61
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	21.64
28020 - Hatch Tender	21.64
28030 - Line Handler	21.64
28040 - Stevedore I	25.03
28050 - Stevedore II	27.71
29000 - Technical Occupations	
21150 - Graphic Artist	25.25
29010 - Air Traffic Control Specialist, Center (2)	31.49
29011 - Air Traffic Control Specialist, Station (2)	21.71
29012 - Air Traffic Control Specialist, Terminal (2)	23.92
29023 - Archeological Technician I	18.22
29024 - Archeological Technician II	20.48
29025 - Archeological Technician III	25.29
29030 - Cartographic Technician	28.75
29035 - Computer Based Training (CBT) Specialist/ Instructor	30.74
29040 - Civil Engineering Technician	26.62
29061 - Drafter I	17.72
29062 - Drafter II	21.97
29063 - Drafter III	27.28
29064 - Drafter IV	28.75
29081 - Engineering Technician I	20.65
29082 - Engineering Technician II	25.56
29083 - Engineering Technician III	28.25
29084 - Engineering Technician IV	29.45
29085 - Engineering Technician V	31.47
29086 - Engineering Technician VI	37.83
29090 - Environmental Technician	20.12
29100 - Flight Simulator/Instructor (Pilot)	35.35
29160 - Instructor	24.39
29210 - Laboratory Technician	21.99
29240 - Mathematical Technician	28.75
29361 - Paralegal/Legal Assistant I	20.72
29362 - Paralegal/Legal Assistant II	24.45
29363 - Paralegal/Legal Assistant III	29.91
29364 - Paralegal/Legal Assistant IV	36.66
29390 - Photooptics Technician	28.75
29480 - Technical Writer	29.84
29491 - Unexploded Ordnance (UXO) Technician I	20.02
29492 - Unexploded Ordnance (UXO) Technician II	24.22
29493 - Unexploded Ordnance (UXO) Technician III	29.03
29494 - Unexploded (UXO) Safety Escort	20.02
29495 - Unexploded (UXO) Sweep Personnel	20.02
29620 - Weather Observer, Senior (3)	26.72
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	19.09
29622 - Weather Observer, Upper Air (3)	19.09
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	19.13
31260 - Parking and Lot Attendant	13.19
31290 - Shuttle Bus Driver	17.79
31300 - Taxi Driver	15.74
31361 - Truckdriver, Light Truck	17.79
31362 - Truckdriver, Medium Truck	19.74
31363 - Truckdriver, Heavy Truck	20.84
31364 - Truckdriver, Tractor-Trailer	20.84
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	11.22
99030 - Cashier	11.70

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99041 - Carnival Equipment Operator	14.59
99042 - Carnival Equipment Repairer	15.47
99043 - Carnival Worker	11.99
99050 - Desk Clerk	14.09
99095 - Embalmer	20.02
99300 - Lifeguard	11.11
99310 - Mortician	20.02
99350 - Park Attendant (Aide)	13.94
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	11.55
99500 - Recreation Specialist	22.53
99510 - Recycling Worker	24.53
99610 - Sales Clerk	13.82
99620 - School Crossing Guard (Crosswalk Attendant)	14.13
99630 - Sport Official	11.11
99658 - Survey Party Chief (Chief of Party)	26.44
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	24.04
99660 - Surveying Aide	17.60
99690 - Swimming Pool Operator	18.10
99720 - Vending Machine Attendant	15.46
99730 - Vending Machine Repairer	18.10
99740 - Vending Machine Repairer Helper	15.46

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.59 an hour or \$103.60 a week or \$448.93 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic

rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance

operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The

relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

William W. Gross Division of
Director Wage Determinations

Wage Determination No.: 1994-2569
Revision No.: 22
Date of Last Revision: 08/09/2004

States: Oregon, Washington

Area: Oregon Counties of Baker, Grant, Harney, Malheur, Morrow, Umatilla, Union,
Walla, Wheeler
Washington Counties of Benton, Franklin, Walla Walla, Yakima

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	10.58
01012 - Accounting Clerk II	11.87
01013 - Accounting Clerk III	13.53
01014 - Accounting Clerk IV	16.34
01030 - Court Reporter	14.95
01050 - Dispatcher, Motor Vehicle	14.85
01060 - Document Preparation Clerk	12.01
01070 - Messenger (Courier)	9.49
01090 - Duplicating Machine Operator	12.01
01110 - Film/Tape Librarian	12.14
01115 - General Clerk I	9.20
01116 - General Clerk II	10.25
01117 - General Clerk III	12.01
01118 - General Clerk IV	13.46
01120 - Housing Referral Assistant	18.17
01131 - Key Entry Operator I	11.14
01132 - Key Entry Operator II	12.01
01191 - Order Clerk I	11.07
01192 - Order Clerk II	12.09
01261 - Personnel Assistant (Employment) I	12.01
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01263 - Personnel Assistant (Employment) III	15.08
01264 - Personnel Assistant (Employment) IV	17.11
01270 - Production Control Clerk	17.02
01290 - Rental Clerk	11.59
01300 - Scheduler, Maintenance	13.99
01311 - Secretary I	13.99
01312 - Secretary II	15.63
01313 - Secretary III	18.66
01314 - Secretary IV	20.92
01315 - Secretary V	23.14
01320 - Service Order Dispatcher	15.10
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01420 - Survey Worker (Interviewer)	12.55
01460 - Switchboard Operator-Receptionist	10.38
01510 - Test Examiner	15.63
01520 - Test Proctor	15.63
01531 - Travel Clerk I	11.74

01532 - Travel Clerk II	12.62
01533 - Travel Clerk III	13.50
01611 - Word Processor I	11.34
01612 - Word Processor II	12.74
01613 - Word Processor III	14.25
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	11.06
03041 - Computer Operator I	13.18
03042 - Computer Operator II	16.28
03043 - Computer Operator III	20.58
03044 - Computer Operator IV	23.79
03045 - Computer Operator V	25.52
03071 - Computer Programmer I (1)	17.97
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03073 - Computer Programmer III (1)	27.32
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03101 - Computer Systems Analyst I (1)	24.00
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03160 - Peripheral Equipment Operator	13.52
05000 - Automotive Service Occupations	
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05250 - Motor Vehicle Upholstery Worker	15.88
05280 - Motor Vehicle Wrecker	16.84
05310 - Painter, Automotive	17.78
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07041 - Cook I	13.97
07042 - Cook II	15.66
07070 - Dishwasher	9.89
07130 - Meat Cutter	15.66
07250 - Waiter/Waitress	11.04
09000 - Furniture Maintenance and Repair Occupations	
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09040 - Furniture Handler	11.71
09070 - Furniture Refinisher	17.78
09100 - Furniture Refinisher Helper	14.00
09110 - Furniture Repairer, Minor	15.88
09130 - Upholsterer	17.78
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	9.92
11060 - Elevator Operator	10.88
11090 - Gardener	15.35
11121 - House Keeping Aid I	8.76
11122 - House Keeping Aid II	10.39
11150 - Janitor	11.97
11210 - Laborer, Grounds Maintenance	12.13
11240 - Maid or Houseman	9.22
11270 - Pest Controller	17.88
11300 - Refuse Collector	11.97
11330 - Tractor Operator	14.51

11360 - Window Cleaner	13.35
12000 - Health Occupations	
12020 - Dental Assistant	13.83
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	13.54
12071 - Licensed Practical Nurse I	12.79
12072 - Licensed Practical Nurse II	14.34
12073 - Licensed Practical Nurse III	16.05
12100 - Medical Assistant	12.36
12130 - Medical Laboratory Technician	13.55
12160 - Medical Record Clerk	12.40
12190 - Medical Record Technician	13.58
12221 - Nursing Assistant I	8.23
12222 - Nursing Assistant II	9.25
12223 - Nursing Assistant III	10.09
12224 - Nursing Assistant IV	11.32
12250 - Pharmacy Technician	12.82
12280 - Phlebotomist	13.01
12311 - Registered Nurse I	19.16
12312 - Registered Nurse II	23.46
12313 - Registered Nurse II, Specialist	23.46
12314 - Registered Nurse III	28.39
12315 - Registered Nurse III, Anesthetist	28.39
12316 - Registered Nurse IV	34.00
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	17.92
13011 - Exhibits Specialist I	15.52
13012 - Exhibits Specialist II	18.52
13013 - Exhibits Specialist III	20.53
13041 - Illustrator I	15.52
13042 - Illustrator II	18.52
13043 - Illustrator III	20.53
13047 - Librarian	23.17
13050 - Library Technician	13.59
13071 - Photographer I	15.10
13072 - Photographer II	17.46
13073 - Photographer III	20.92
13074 - Photographer IV	23.31
13075 - Photographer V	25.87
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	8.62
15030 - Counter Attendant	8.62
15040 - Dry Cleaner	10.89
15070 - Finisher, Flatwork, Machine	8.62
15090 - Presser, Hand	8.62
15100 - Presser, Machine, Drycleaning	8.62
15130 - Presser, Machine, Shirts	8.62
15160 - Presser, Machine, Wearing Apparel, Laundry	8.62
15190 - Sewing Machine Operator	11.65
15220 - Tailor	12.41
15250 - Washer, Machine	9.38
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	18.96
19040 - Tool and Die Maker	22.98
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	15.89
21020 - Material Coordinator	16.65
21030 - Material Expediter	16.65
21040 - Material Handling Laborer	10.15
21050 - Order Filler	11.28
21071 - Forklift Operator	11.81
21080 - Production Line Worker (Food Processing)	12.34
21100 - Shipping/Receiving Clerk	11.14
21130 - Shipping Packer	11.23

21140 - Store Worker I	10.09
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	13.61
21210 - Tools and Parts Attendant	12.32
21400 - Warehouse Specialist	12.76
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	18.66
23040 - Aircraft Mechanic Helper	14.00
23050 - Aircraft Quality Control Inspector	19.68
23060 - Aircraft Servicer	15.88
23070 - Aircraft Worker	16.84
23100 - Appliance Mechanic	17.78
23120 - Bicycle Repairer	14.44
23125 - Cable Splicer	20.58
23130 - Carpenter, Maintenance	18.69
23140 - Carpet Layer	16.84
23160 - Electrician, Maintenance	22.97
23181 - Electronics Technician, Maintenance I	16.75
23182 - Electronics Technician, Maintenance II	20.50
23183 - Electronics Technician, Maintenance III	21.58
23260 - Fabric Worker	16.77
23290 - Fire Alarm System Mechanic	19.87
23310 - Fire Extinguisher Repairer	15.76
23340 - Fuel Distribution System Mechanic	19.87
23370 - General Maintenance Worker	16.84
23400 - Heating, Refrigeration and Air Conditioning Mechanic	18.71
23430 - Heavy Equipment Mechanic	21.15
23440 - Heavy Equipment Operator	20.13
23460 - Instrument Mechanic	19.87
23470 - Laborer	9.99
23500 - Locksmith	17.78
23530 - Machinery Maintenance Mechanic	18.71
23550 - Machinist, Maintenance	18.71
23580 - Maintenance Trades Helper	14.00
23640 - Millwright	19.87
23700 - Office Appliance Repairer	18.84
23740 - Painter, Aircraft	18.84
23760 - Painter, Maintenance	17.78
23790 - Pipefitter, Maintenance	22.58
23800 - Plumber, Maintenance	21.45
23820 - Pneudraulic Systems Mechanic	19.87
23850 - Rigger	19.87
23870 - Scale Mechanic	17.81
23890 - Sheet-Metal Worker, Maintenance	20.58
23910 - Small Engine Mechanic	17.81
23930 - Telecommunication Mechanic I	19.87
23931 - Telecommunication Mechanic II	20.91
23950 - Telephone Lineman	19.87
23960 - Welder, Combination, Maintenance	18.71
23965 - Well Driller	19.87
23970 - Woodcraft Worker	19.87
23980 - Woodworker	15.76
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.13
24580 - Child Care Center Clerk	12.40
24600 - Chore Aid	10.51
24630 - Homemaker	13.13
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	22.56
25040 - Sewage Plant Operator	21.39
25070 - Stationary Engineer	22.56
25190 - Ventilation Equipment Tender	18.71
25210 - Water Treatment Plant Operator	21.19
27000 - Protective Service Occupations	

(not set) - Police Officer	25.20
27004 - Alarm Monitor	13.67
27006 - Corrections Officer	18.00
27010 - Court Security Officer	20.23
27040 - Detention Officer	18.00
27070 - Firefighter	20.67
27101 - Guard I	10.89
27102 - Guard II	13.67
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	17.67
28020 - Hatch Tender	17.67
28030 - Line Handler	17.67
28040 - Stevedore I	16.36
28050 - Stevedore II	18.84
29000 - Technical Occupations	
21150 - Graphic Artist	19.54
29010 - Air Traffic Control Specialist, Center (2)	29.93
29011 - Air Traffic Control Specialist, Station (2)	20.63
29012 - Air Traffic Control Specialist, Terminal (2)	22.72
29023 - Archeological Technician I	14.36
29024 - Archeological Technician II	16.05
29025 - Archeological Technician III	19.89
29030 - Cartographic Technician	21.05
29035 - Computer Based Training (CBT) Specialist/ Instructor	24.72
29040 - Civil Engineering Technician	20.48
29061 - Drafter I	11.56
29062 - Drafter II	12.99
29063 - Drafter III	16.69
29064 - Drafter IV	19.89
29081 - Engineering Technician I	13.26
29082 - Engineering Technician II	14.88
29083 - Engineering Technician III	17.97
29084 - Engineering Technician IV	21.05
29085 - Engineering Technician V	26.52
29086 - Engineering Technician VI	35.66
29090 - Environmental Technician	19.95
29100 - Flight Simulator/Instructor (Pilot)	27.62
29160 - Instructor	19.17
29210 - Laboratory Technician	17.26
29240 - Mathematical Technician	20.14
29361 - Paralegal/Legal Assistant I	15.30
29362 - Paralegal/Legal Assistant II	18.89
29363 - Paralegal/Legal Assistant III	21.04
29364 - Paralegal/Legal Assistant IV	25.65
29390 - Photooptics Technician	20.14
29480 - Technical Writer	18.76
29491 - Unexploded Ordnance (UXO) Technician I	19.02
29492 - Unexploded Ordnance (UXO) Technician II	23.01
29493 - Unexploded Ordnance (UXO) Technician III	27.58
29494 - Unexploded (UXO) Safety Escort	19.02
29495 - Unexploded (UXO) Sweep Personnel	19.02
29620 - Weather Observer, Senior (3)	18.61
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	16.74
29622 - Weather Observer, Upper Air (3)	16.74
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	14.13
31260 - Parking and Lot Attendant	9.75
31290 - Shuttle Bus Driver	12.63
31300 - Taxi Driver	11.88
31361 - Truckdriver, Light Truck	12.12
31362 - Truckdriver, Medium Truck	13.77
31363 - Truckdriver, Heavy Truck	16.89
31364 - Truckdriver, Tractor-Trailer	16.89

99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	12.19
99030 - Cashier	9.04
99041 - Carnival Equipment Operator	13.74
99042 - Carnival Equipment Repairer	14.68
99043 - Carnival Worker	10.29
99050 - Desk Clerk	9.13
99095 - Embalmer	19.02
99300 - Lifeguard	9.99
99310 - Mortician	19.02
99350 - Park Attendant (Aide)	12.55
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.96
99500 - Recreation Specialist	13.90
99510 - Recycling Worker	14.64
99610 - Sales Clerk	10.83
99620 - School Crossing Guard (Crosswalk Attendant)	11.54
99630 - Sport Official	9.99
99658 - Survey Party Chief (Chief of Party)	19.53
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	16.79
99660 - Surveying Aide	12.27
99690 - Swimming Pool Operator	17.73
99720 - Vending Machine Attendant	14.64
99730 - Vending Machine Repairer	17.73
99740 - Vending Machine Repairer Helper	14.64

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.59 an hour or \$103.60 a week or \$448.93 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 10 years, and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time

employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies

as "approval of wage and hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that wage and hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This

publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

William W. Gross Division of
Director Wage Determinations

Wage Determination No.: 1994-2567
Revision No.: 27
Date of Last Revision: 09/20/2004

State: Washington

Area: Washington Counties of Lewis, Pierce, Thurston

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	11.92
01012 - Accounting Clerk II	13.23
01013 - Accounting Clerk III	15.44
01014 - Accounting Clerk IV	17.28
01030 - Court Reporter	15.54
01050 - Dispatcher, Motor Vehicle	17.77
01060 - Document Preparation Clerk	12.70
01070 - Messenger (Courier)	10.96
01090 - Duplicating Machine Operator	12.70
01110 - Film/Tape Librarian	13.94
01115 - General Clerk I	10.21
01116 - General Clerk II	11.53
01117 - General Clerk III	14.80
01118 - General Clerk IV	16.24
01120 - Housing Referral Assistant	17.89
01131 - Key Entry Operator I	12.57
01132 - Key Entry Operator II	14.56
01191 - Order Clerk I	12.86
01192 - Order Clerk II	14.04
01261 - Personnel Assistant (Employment) I	13.21
01262 - Personnel Assistant (Employment) II	14.66
01263 - Personnel Assistant (Employment) III	16.20
01264 - Personnel Assistant (Employment) IV	18.61
01270 - Production Control Clerk	18.66
01290 - Rental Clerk	12.63
01300 - Scheduler, Maintenance	14.37
01311 - Secretary I	14.37
01312 - Secretary II	15.54
01313 - Secretary III	17.35
01314 - Secretary IV	21.44
01315 - Secretary V	24.91
01320 - Service Order Dispatcher	16.27
01341 - Stenographer I	14.10
01342 - Stenographer II	16.02
01400 - Supply Technician	18.49
01420 - Survey Worker (Interviewer)	13.39
01460 - Switchboard Operator-Receptionist	12.38
01510 - Test Examiner	15.54
01520 - Test Proctor	15.54
01531 - Travel Clerk I	11.23
01532 - Travel Clerk II	12.22
01533 - Travel Clerk III	13.16

01611 - Word Processor I	13.46
01612 - Word Processor II	15.07
01613 - Word Processor III	16.24
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	15.08
03041 - Computer Operator I	15.08
03042 - Computer Operator II	16.73
03043 - Computer Operator III	18.66
03044 - Computer Operator IV	21.87
03045 - Computer Operator V	24.27
03071 - Computer Programmer I (1)	16.36
03072 - Computer Programmer II (1)	20.71
03073 - Computer Programmer III (1)	27.62
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	27.62
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	15.08
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	19.80
05010 - Automotive Glass Installer	20.46
05040 - Automotive Worker	20.46
05070 - Electrician, Automotive	21.78
05100 - Mobile Equipment Servicer	18.55
05130 - Motor Equipment Metal Mechanic	21.78
05160 - Motor Equipment Metal Worker	20.46
05190 - Motor Vehicle Mechanic	21.69
05220 - Motor Vehicle Mechanic Helper	18.55
05250 - Motor Vehicle Upholstery Worker	20.46
05280 - Motor Vehicle Wrecker	20.46
05310 - Painter, Automotive	21.12
05340 - Radiator Repair Specialist	20.46
05370 - Tire Repairer	14.81
05400 - Transmission Repair Specialist	21.78
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	9.24
07010 - Baker	12.63
07041 - Cook I	11.04
07042 - Cook II	12.14
07070 - Dishwasher	9.55
07130 - Meat Cutter	18.28
07250 - Waiter/Waitress	9.27
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	17.45
09040 - Furniture Handler	15.33
09070 - Furniture Refinisher	17.45
09100 - Furniture Refinisher Helper	15.33
09110 - Furniture Repairer, Minor	16.37
09130 - Upholsterer	17.92
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	11.31
11060 - Elevator Operator	10.66
11090 - Gardener	13.31
11121 - House Keeping Aid I	9.34
11122 - House Keeping Aid II	10.66
11150 - Janitor	11.19
11210 - Laborer, Grounds Maintenance	13.16
11240 - Maid or Houseman	9.34
11270 - Pest Controller	16.54
11300 - Refuse Collector	13.61
11330 - Tractor Operator	14.41
11360 - Window Cleaner	11.78
12000 - Health Occupations	

12020 - Dental Assistant	14.32
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	17.57
12071 - Licensed Practical Nurse I	14.97
12072 - Licensed Practical Nurse II	16.78
12073 - Licensed Practical Nurse III	18.77
12100 - Medical Assistant	13.46
12130 - Medical Laboratory Technician	15.77
12160 - Medical Record Clerk	15.77
12190 - Medical Record Technician	16.03
12221 - Nursing Assistant I	9.66
12222 - Nursing Assistant II	10.72
12223 - Nursing Assistant III	11.85
12224 - Nursing Assistant IV	14.10
12250 - Pharmacy Technician	14.43
12280 - Phlebotomist	14.53
12311 - Registered Nurse I	20.46
12312 - Registered Nurse II	25.01
12313 - Registered Nurse II, Specialist	25.01
12314 - Registered Nurse III	30.21
12315 - Registered Nurse III, Anesthetist	30.21
12316 - Registered Nurse IV	36.29
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	19.80
13011 - Exhibits Specialist I	16.95
13012 - Exhibits Specialist II	20.94
13013 - Exhibits Specialist III	25.64
13041 - Illustrator I	16.95
13042 - Illustrator II	20.94
13043 - Illustrator III	25.64
13047 - Librarian	22.93
13050 - Library Technician	13.73
13071 - Photographer I	17.23
13072 - Photographer II	19.32
13073 - Photographer III	23.83
13074 - Photographer IV	29.15
13075 - Photographer V	35.39
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	8.38
15030 - Counter Attendant	8.38
15040 - Dry Cleaner	10.54
15070 - Finisher, Flatwork, Machine	8.38
15090 - Presser, Hand	8.38
15100 - Presser, Machine, Drycleaning	8.38
15130 - Presser, Machine, Shirts	8.38
15160 - Presser, Machine, Wearing Apparel, Laundry	8.38
15190 - Sewing Machine Operator	11.23
15220 - Tailor	11.91
15250 - Washer, Machine	9.10
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	21.05
19040 - Tool and Die Maker	24.23
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	22.09
21020 - Material Coordinator	15.99
21030 - Material Expediter	15.99
21040 - Material Handling Laborer	14.40
21050 - Order Filler	12.87
21071 - Forklift Operator	18.06
21080 - Production Line Worker (Food Processing)	16.32
21100 - Shipping/Receiving Clerk	15.17
21130 - Shipping Packer	15.17
21140 - Store Worker I	12.99
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	16.39

21210 - Tools and Parts Attendant	18.06
21400 - Warehouse Specialist	16.32
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	22.24
23040 - Aircraft Mechanic Helper	17.67
23050 - Aircraft Quality Control Inspector	22.94
23060 - Aircraft Servicer	19.96
23070 - Aircraft Worker	20.89
23100 - Appliance Mechanic	19.42
23120 - Bicycle Repairer	14.81
23125 - Cable Splicer	25.05
23130 - Carpenter, Maintenance	21.23
23140 - Carpet Layer	20.46
23160 - Electrician, Maintenance	25.67
23181 - Electronics Technician, Maintenance I	20.74
23182 - Electronics Technician, Maintenance II	23.58
23183 - Electronics Technician, Maintenance III	25.30
23260 - Fabric Worker	18.55
23290 - Fire Alarm System Mechanic	19.80
23310 - Fire Extinguisher Repairer	18.43
23340 - Fuel Distribution System Mechanic	21.78
23370 - General Maintenance Worker	16.91
23400 - Heating, Refrigeration and Air Conditioning Mechanic	18.98
23430 - Heavy Equipment Mechanic	22.62
23440 - Heavy Equipment Operator	24.07
23460 - Instrument Mechanic	22.62
23470 - Laborer	11.17
23500 - Locksmith	19.24
23530 - Machinery Maintenance Mechanic	21.61
23550 - Machinist, Maintenance	19.43
23580 - Maintenance Trades Helper	12.47
23640 - Millwright	21.74
23700 - Office Appliance Repairer	21.16
23740 - Painter, Aircraft	18.88
23760 - Painter, Maintenance	17.45
23790 - Pipefitter, Maintenance	24.16
23800 - Plumber, Maintenance	21.88
23820 - Pneudraulic Systems Mechanic	21.90
23850 - Rigger	20.32
23870 - Scale Mechanic	20.30
23890 - Sheet-Metal Worker, Maintenance	21.53
23910 - Small Engine Mechanic	17.99
23930 - Telecommunication Mechanic I	19.80
23931 - Telecommunication Mechanic II	22.45
23950 - Telephone Lineman	19.80
23960 - Welder, Combination, Maintenance	18.00
23965 - Well Driller	21.78
23970 - Woodcraft Worker	21.90
23980 - Woodworker	16.91
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.33
24580 - Child Care Center Clerk	13.41
24600 - Chore Aid	10.08
24630 - Homemaker	14.91
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	20.49
25040 - Sewage Plant Operator	23.68
25070 - Stationary Engineer	20.49
25190 - Ventilation Equipment Tender	15.89
25210 - Water Treatment Plant Operator	23.68
27000 - Protective Service Occupations	
(not set) - Police Officer	24.27
27004 - Alarm Monitor	17.34

27006 - Corrections Officer	20.71
27010 - Court Security Officer	23.51
27040 - Detention Officer	23.51
27070 - Firefighter	25.24
27101 - Guard I	9.35
27102 - Guard II	13.68
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	20.66
28020 - Hatch Tender	20.66
28030 - Line Handler	20.66
28040 - Stevedore I	20.19
28050 - Stevedore II	21.57
29000 - Technical Occupations	
21150 - Graphic Artist	21.29
29010 - Air Traffic Control Specialist, Center (2)	31.66
29011 - Air Traffic Control Specialist, Station (2)	21.83
29012 - Air Traffic Control Specialist, Terminal (2)	24.05
29023 - Archeological Technician I	18.88
29024 - Archeological Technician II	21.10
29025 - Archeological Technician III	26.14
29030 - Cartographic Technician	24.74
29035 - Computer Based Training (CBT) Specialist/ Instructor	27.62
29040 - Civil Engineering Technician	23.08
29061 - Drafter I	15.03
29062 - Drafter II	16.87
29063 - Drafter III	19.04
29064 - Drafter IV	23.59
29081 - Engineering Technician I	15.93
29082 - Engineering Technician II	17.87
29083 - Engineering Technician III	20.17
29084 - Engineering Technician IV	24.99
29085 - Engineering Technician V	30.56
29086 - Engineering Technician VI	36.96
29090 - Environmental Technician	20.86
29100 - Flight Simulator/Instructor (Pilot)	30.58
29160 - Instructor	26.63
29210 - Laboratory Technician	18.55
29240 - Mathematical Technician	21.90
29361 - Paralegal/Legal Assistant I	18.10
29362 - Paralegal/Legal Assistant II	20.39
29363 - Paralegal/Legal Assistant III	22.62
29364 - Paralegal/Legal Assistant IV	24.43
29390 - Photooptics Technician	21.52
29480 - Technical writer	23.90
29491 - Unexploded Ordnance (UXO) Technician I	20.12
29492 - Unexploded Ordnance (UXO) Technician II	24.35
29493 - Unexploded Ordnance (UXO) Technician III	29.18
29494 - Unexploded (UXO) Safety Escort	20.12
29495 - Unexploded (UXO) Sweep Personnel	20.12
29620 - Weather Observer, Senior (3)	20.86
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	17.84
29622 - Weather Observer, Upper Air (3)	17.84
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	16.85
31260 - Parking and Lot Attendant	8.95
31290 - Shuttle Bus Driver	13.28
31300 - Taxi Driver	10.57
31361 - Truckdriver, Light Truck	13.28
31362 - Truckdriver, Medium Truck	17.80
31363 - Truckdriver, Heavy Truck	18.69
31364 - Truckdriver, Tractor-Trailer	18.69
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	11.73

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99030 - Cashier	10.13
99041 - Carnival Equipment Operator	11.56
99042 - Carnival Equipment Repairer	11.98
99043 - Carnival Worker	8.83
99050 - Desk Clerk	10.80
99095 - Embalmer	22.36
99300 - Lifeguard	10.57
99310 - Mortician	22.36
99350 - Park Attendant (Aide)	13.28
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	11.06
99500 - Recreation Specialist	14.11
99510 - Recycling Worker	16.94
99610 - Sales Clerk	12.84
99620 - School Crossing Guard (Crosswalk Attendant)	15.02
99630 - Sport Official	10.57
99658 - Survey Party Chief (Chief of Party)	27.75
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	22.18
99660 - Surveying Aide	16.19
99690 - Swimming Pool Operator	12.62
99720 - Vending Machine Attendant	13.20
99730 - Vending Machine Repairer	16.85
99740 - Vending Machine Repairer Helper	14.41

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.59 an hour or \$103.60 a week or \$448.93 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on

Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of wage and hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties)

contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This

publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process

the
request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

William W. Gross Division of
Director Wage Determinations

Wage Determination No.: 1994-2565
Revision No.: 21
Date of Last Revision: 09/02/2004

State: Washington

Area: Washington Counties of Adams, Asotin, Chelan, Columbia, Douglas, Ferry, Garfield, Grant, Kittitas, Lincoln, Okanogan, Pend Oreille, Spokane, Stevens, Whitman

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	10.10
01012 - Accounting Clerk II	11.35
01013 - Accounting Clerk III	13.30
01014 - Accounting Clerk IV	15.26
01030 - Court Reporter	14.39
01050 - Dispatcher, Motor Vehicle	13.63
01060 - Document Preparation Clerk	11.74
01070 - Messenger (Courier)	9.56
01090 - Duplicating Machine Operator	11.74
01110 - Film/Tape Librarian	11.90
01115 - General Clerk I	7.82
01116 - General Clerk II	8.81
01117 - General Clerk III	11.96
01118 - General Clerk IV	13.43
01120 - Housing Referral Assistant	16.65
01131 - Key Entry Operator I	10.60
01132 - Key Entry Operator II	13.15
01191 - Order Clerk I	10.36
01192 - Order Clerk II	11.59
01261 - Personnel Assistant (Employment) I	11.87
01262 - Personnel Assistant (Employment) II	13.34
01263 - Personnel Assistant (Employment) III	14.85
01264 - Personnel Assistant (Employment) IV	17.22
01270 - Production Control Clerk	16.26
01290 - Rental Clerk	10.26
01300 - Scheduler, Maintenance	12.90
01311 - Secretary I	12.90
01312 - Secretary II	14.39
01313 - Secretary III	16.65
01314 - Secretary IV	20.51
01315 - Secretary V	22.05
01320 - Service Order Dispatcher	16.84
01341 - Stenographer I	11.48
01342 - Stenographer II	12.90
01400 - Supply Technician	18.89
01420 - Survey Worker (Interviewer)	10.54
01460 - Switchboard Operator-Receptionist	10.47
01510 - Test Examiner	14.39
01520 - Test Proctor	14.39
01531 - Travel Clerk I	10.58

01532 - Travel Clerk II	11.12
01533 - Travel Clerk III	11.90
01611 - Word Processor I	10.99
01612 - Word Processor II	12.34
01613 - Word Processor III	13.78
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	12.23
03041 - Computer Operator I	12.23
03042 - Computer Operator II	14.68
03043 - Computer Operator III	17.71
03044 - Computer Operator IV	19.66
03045 - Computer Operator V	21.79
03071 - Computer Programmer I (1)	16.48
03072 - Computer Programmer II (1)	20.51
03073 - Computer Programmer III (1)	24.42
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	25.63
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	13.16
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	19.22
05010 - Automotive Glass Installer	15.17
05040 - Automotive Worker	15.17
05070 - Electrician, Automotive	16.49
05100 - Mobile Equipment Servicer	14.34
05130 - Motor Equipment Metal Mechanic	16.49
05160 - Motor Equipment Metal Worker	15.17
05190 - Motor Vehicle Mechanic	16.58
05220 - Motor Vehicle Mechanic Helper	13.03
05250 - Motor Vehicle Upholstery Worker	14.34
05280 - Motor Vehicle Wrecker	15.17
05310 - Painter, Automotive	15.82
05340 - Radiator Repair Specialist	15.17
05370 - Tire Repairer	13.22
05400 - Transmission Repair Specialist	16.49
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	8.39
07010 - Baker	10.52
07041 - Cook I	9.08
07042 - Cook II	10.43
07070 - Dishwasher	8.23
07130 - Meat Cutter	14.22
07250 - Waiter/Waitress	8.41
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	15.81
09040 - Furniture Handler	12.67
09070 - Furniture Refinisher	15.81
09100 - Furniture Refinisher Helper	13.02
09110 - Furniture Repairer, Minor	14.33
09130 - Upholsterer	15.81
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	8.69
11060 - Elevator Operator	8.98
11090 - Gardener	11.36
11121 - House Keeping Aid I	8.36
11122 - House Keeping Aid II	8.91
11150 - Janitor	10.03
11210 - Laborer, Grounds Maintenance	11.01
11240 - Maid or Houseman	8.36
11270 - Pest Controller	10.22
11300 - Refuse Collector	8.73
11330 - Tractor Operator	11.86

11360 - Window Cleaner	10.51
12000 - Health Occupations	
12020 - Dental Assistant	17.50
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	15.63
12071 - Licensed Practical Nurse I	13.51
12072 - Licensed Practical Nurse II	15.17
12073 - Licensed Practical Nurse III	16.97
12100 - Medical Assistant	11.91
12130 - Medical Laboratory Technician	14.18
12160 - Medical Record Clerk	9.77
12190 - Medical Record Technician	13.54
12221 - Nursing Assistant I	8.21
12222 - Nursing Assistant II	9.22
12223 - Nursing Assistant III	10.07
12224 - Nursing Assistant IV	11.29
12250 - Pharmacy Technician	13.17
12280 - Phlebotomist	12.93
12311 - Registered Nurse I	16.68
12312 - Registered Nurse II	20.39
12313 - Registered Nurse II, Specialist	20.39
12314 - Registered Nurse III	24.68
12315 - Registered Nurse III, Anesthetist	24.68
12316 - Registered Nurse IV	29.57
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	18.07
13011 - Exhibits Specialist I	15.97
13012 - Exhibits Specialist II	19.79
13013 - Exhibits Specialist III	24.19
13041 - Illustrator I	15.97
13042 - Illustrator II	19.79
13043 - Illustrator III	24.19
13047 - Librarian	21.91
13050 - Library Technician	13.27
13071 - Photographer I	12.91
13072 - Photographer II	14.45
13073 - Photographer III	17.06
13074 - Photographer IV	20.80
13075 - Photographer V	25.25
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	7.91
15030 - Counter Attendant	7.91
15040 - Dry Cleaner	9.66
15070 - Finisher, Flatwork, Machine	7.91
15090 - Presser, Hand	7.91
15100 - Presser, Machine, Drycleaning	7.91
15130 - Presser, Machine, Shirts	7.91
15160 - Presser, Machine, Wearing Apparel, Laundry	7.91
15190 - Sewing Machine Operator	10.24
15220 - Tailor	10.82
15250 - Washer, Machine	8.49
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	16.06
19040 - Tool and Die Maker	18.91
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	17.29
21020 - Material Coordinator	16.67
21030 - Material Expediter	16.26
21040 - Material Handling Laborer	11.50
21050 - Order Filler	12.83
21071 - Forklift Operator	14.49
21080 - Production Line Worker (Food Processing)	14.49
21100 - Shipping/Receiving Clerk	11.93
21130 - Shipping Packer	13.04

21140 - Store Worker I	10.63
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	12.97
21210 - Tools and Parts Attendant	14.77
21400 - Warehouse Specialist	14.77
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	19.35
23040 - Aircraft Mechanic Helper	15.08
23050 - Aircraft Quality Control Inspector	20.13
23060 - Aircraft Servicer	16.83
23070 - Aircraft Worker	17.80
23100 - Appliance Mechanic	15.81
23120 - Bicycle Repairer	13.21
23125 - Cable Splicer	18.95
23130 - Carpenter, Maintenance	18.40
23140 - Carpet Layer	17.43
23160 - Electrician, Maintenance	20.13
23181 - Electronics Technician, Maintenance I	18.83
23182 - Electronics Technician, Maintenance II	20.55
23183 - Electronics Technician, Maintenance III	21.48
23260 - Fabric Worker	16.48
23290 - Fire Alarm System Mechanic	19.17
23310 - Fire Extinguisher Repairer	15.73
23340 - Fuel Distribution System Mechanic	19.94
23370 - General Maintenance Worker	15.16
23400 - Heating, Refrigeration and Air Conditioning Mechanic	18.13
23430 - Heavy Equipment Mechanic	19.98
23440 - Heavy Equipment Operator	21.79
23460 - Instrument Mechanic	18.95
23470 - Laborer	10.02
23500 - Locksmith	18.18
23530 - Machinery Maintenance Mechanic	18.68
23550 - Machinist, Maintenance	16.48
23580 - Maintenance Trades Helper	13.02
23640 - Millwright	16.57
23700 - Office Appliance Repairer	18.53
23740 - Painter, Aircraft	15.94
23760 - Painter, Maintenance	15.81
23790 - Pipefitter, Maintenance	22.33
23800 - Plumber, Maintenance	20.38
23820 - Pneudraulic Systems Mechanic	19.17
23850 - Rigger	18.95
23870 - Scale Mechanic	17.62
23890 - Sheet-Metal Worker, Maintenance	16.48
23910 - Small Engine Mechanic	15.16
23930 - Telecommunication Mechanic I	18.13
23931 - Telecommunication Mechanic II	18.85
23950 - Telephone Lineman	18.95
23960 - Welder, Combination, Maintenance	16.48
23965 - Well Driller	16.48
23970 - Woodcraft Worker	20.70
23980 - Woodworker	15.73
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.01
24580 - Child Care Center Clerk	12.18
24600 - Chore Aid	8.46
24630 - Homemaker	15.72
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	19.23
25040 - Sewage Plant Operator	20.04
25070 - Stationary Engineer	19.23
25190 - Ventilation Equipment Tender	14.77
25210 - Water Treatment Plant Operator	20.04
27000 - Protective Service Occupations	

(not set) - Police Officer	24.38
27004 - Alarm Monitor	13.82
27006 - Corrections Officer	22.19
27010 - Court Security Officer	23.18
27040 - Detention Officer	22.19
27070 - Firefighter	20.01
27101 - Guard I	11.04
27102 - Guard II	15.88
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	16.10
28020 - Hatch Tender	16.10
28030 - Line Handler	16.10
28040 - Stevedore I	15.81
28050 - Stevedore II	17.98
29000 - Technical Occupations	
21150 - Graphic Artist	20.78
29010 - Air Traffic Control Specialist, Center (2)	30.50
29011 - Air Traffic Control Specialist, Station (2)	21.03
29012 - Air Traffic Control Specialist, Terminal (2)	23.16
29023 - Archeological Technician I	14.84
29024 - Archeological Technician II	16.64
29025 - Archeological Technician III	20.57
29030 - Cartographic Technician	20.57
29035 - Computer Based Training (CBT) Specialist/ Instructor	25.63
29040 - Civil Engineering Technician	19.61
29061 - Drafter I	13.25
29062 - Drafter II	14.77
29063 - Drafter III	16.60
29064 - Drafter IV	20.57
29081 - Engineering Technician I	12.15
29082 - Engineering Technician II	13.56
29083 - Engineering Technician III	15.23
29084 - Engineering Technician IV	18.89
29085 - Engineering Technician V	23.03
29086 - Engineering Technician VI	27.95
29090 - Environmental Technician	19.50
29100 - Flight Simulator/Instructor (Pilot)	27.62
29160 - Instructor	20.20
29210 - Laboratory Technician	18.30
29240 - Mathematical Technician	18.95
29361 - Paralegal/Legal Assistant I	13.75
29362 - Paralegal/Legal Assistant II	17.82
29363 - Paralegal/Legal Assistant III	21.74
29364 - Paralegal/Legal Assistant IV	26.37
29390 - Photooptics Technician	18.49
29480 - Technical Writer	21.64
29491 - Unexploded Ordnance (UXO) Technician I	19.38
29492 - Unexploded Ordnance (UXO) Technician II	23.45
29493 - Unexploded Ordnance (UXO) Technician III	28.11
29494 - Unexploded (UXO) Safety Escort	19.38
29495 - Unexploded (UXO) Sweep Personnel	19.38
29620 - Weather Observer, Senior (3)	18.75
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	16.88
29622 - Weather Observer, Upper Air (3)	16.88
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	16.43
31260 - Parking and Lot Attendant	8.20
31290 - Shuttle Bus Driver	11.02
31300 - Taxi Driver	11.19
31361 - Truckdriver, Light Truck	11.02
31362 - Truckdriver, Medium Truck	17.52
31363 - Truckdriver, Heavy Truck	16.95
31364 - Truckdriver, Tractor-Trailer	16.95

99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	8.55
99030 - Cashier	9.18
99041 - Carnival Equipment Operator	9.74
99042 - Carnival Equipment Repairer	10.25
99043 - Carnival Worker	8.12
99050 - Desk Clerk	9.01
99095 - Embalmer	19.38
99300 - Lifeguard	10.19
99310 - Mortician	19.38
99350 - Park Attendant (Aide)	12.79
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	10.79
99500 - Recreation Specialist	12.48
99510 - Recycling Worker	10.04
99610 - Sales Clerk	11.55
99620 - School Crossing Guard (Crosswalk Attendant)	10.87
99630 - Sport Official	10.19
99658 - Survey Party Chief (Chief of Party)	17.70
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	13.54
99660 - Surveying Aide	9.89
99690 - Swimming Pool Operator	10.32
99720 - Vending Machine Attendant	10.76
99730 - Vending Machine Repairer	12.36
99740 - Vending Machine Repairer Helper	10.76

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.59 an hour or \$103.60 a week or \$448.93 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek,

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you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Under the policy and guidance contained in All Agency Memorandum No. 159, the wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of wage and Hour, issuance of a wage determination, incorporation of

the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or

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disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

William W. Gross Division of
Director Wage Determinations

Wage Determination No.: 1994-2563
Revision No.: 26
Date of Last Revision: 09/09/2004

State: Washington

Area: Washington Counties of King, Snohomish, Whatcom

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	11.92
01012 - Accounting Clerk II	13.23
01013 - Accounting Clerk III	15.44
01014 - Accounting Clerk IV	17.28
01030 - Court Reporter	15.54
01050 - Dispatcher, Motor Vehicle	17.90
01060 - Document Preparation Clerk	12.70
01070 - Messenger (Courier)	10.82
01090 - Duplicating Machine Operator	12.70
01110 - Film/Tape Librarian	13.09
01115 - General Clerk I	10.21
01116 - General Clerk II	11.53
01117 - General Clerk III	14.80
01118 - General Clerk IV	16.24
01120 - Housing Referral Assistant	17.89
01131 - Key Entry Operator I	12.58
01132 - Key Entry Operator II	15.36
01191 - Order Clerk I	12.55
01192 - Order Clerk II	16.10
01261 - Personnel Assistant (Employment) I	13.21
01262 - Personnel Assistant (Employment) II	14.66
01263 - Personnel Assistant (Employment) III	16.20
01264 - Personnel Assistant (Employment) IV	18.61
01270 - Production Control Clerk	18.66
01290 - Rental Clerk	12.12
01300 - Scheduler, Maintenance	14.37
01311 - Secretary I	14.37
01312 - Secretary II	15.54
01313 - Secretary III	17.35
01314 - Secretary IV	21.44
01315 - Secretary V	24.91
01320 - Service Order Dispatcher	15.54
01341 - Stenographer I	13.61
01342 - Stenographer II	15.53
01400 - Supply Technician	21.03
01420 - Survey Worker (Interviewer)	14.16
01460 - Switchboard Operator-Receptionist	12.38
01510 - Test Examiner	15.54
01520 - Test Proctor	15.54
01531 - Travel Clerk I	11.74
01532 - Travel Clerk II	12.62
01533 - Travel Clerk III	13.50

01611 - Word Processor I	13.46
01612 - Word Processor II	15.43
01613 - Word Processor III	18.65
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	15.08
03041 - Computer Operator I	15.08
03042 - Computer Operator II	16.73
03043 - Computer Operator III	18.66
03044 - Computer Operator IV	21.87
03045 - Computer Operator V	24.27
03071 - Computer Programmer I (1)	16.36
03072 - Computer Programmer II (1)	20.71
03073 - Computer Programmer III (1)	27.62
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	27.62
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	15.08
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	21.30
05010 - Automotive Glass Installer	20.34
05040 - Automotive Worker	20.34
05070 - Electrician, Automotive	21.01
05100 - Mobile Equipment Servicer	18.98
05130 - Motor Equipment Metal Mechanic	21.73
05160 - Motor Equipment Metal Worker	20.34
05190 - Motor Vehicle Mechanic	21.69
05220 - Motor Vehicle Mechanic Helper	18.29
05250 - Motor Vehicle Upholstery Worker	19.67
05280 - Motor Vehicle Wrecker	20.34
05310 - Painter, Automotive	21.01
05340 - Radiator Repair Specialist	20.34
05370 - Tire Repairer	16.61
05400 - Transmission Repair Specialist	21.73
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	9.38
07010 - Baker	12.65
07041 - Cook I	11.36
07042 - Cook II	12.14
07070 - Dishwasher	9.55
07130 - Meat Cutter	17.53
07250 - Waiter/Waitress	11.91
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	21.06
09040 - Furniture Handler	16.94
09070 - Furniture Refinisher	21.06
09100 - Furniture Refinisher Helper	18.25
09110 - Furniture Repairer, Minor	19.54
09130 - Upholsterer	21.06
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	11.36
11060 - Elevator Operator	10.66
11090 - Gardener	13.31
11121 - House Keeping Aid I	9.34
11122 - House Keeping Aid II	10.66
11150 - Janitor	11.19
11210 - Laborer, Grounds Maintenance	13.01
11240 - Maid or Houseman	9.34
11270 - Pest Controller	14.73
11300 - Refuse Collector	13.06
11330 - Tractor Operator	13.45
11360 - Window Cleaner	11.78
12000 - Health Occupations	

12020 - Dental Assistant	15.22
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	16.79
12071 - Licensed Practical Nurse I	14.93
12072 - Licensed Practical Nurse II	16.77
12073 - Licensed Practical Nurse III	18.77
12100 - Medical Assistant	13.30
12130 - Medical Laboratory Technician	15.73
12160 - Medical Record Clerk	15.73
12190 - Medical Record Technician	16.03
12221 - Nursing Assistant I	9.66
12222 - Nursing Assistant II	10.72
12223 - Nursing Assistant III	11.85
12224 - Nursing Assistant IV	14.10
12250 - Pharmacy Technician	15.26
12280 - Phlebotomist	13.18
12311 - Registered Nurse I	22.33
12312 - Registered Nurse II	27.24
12313 - Registered Nurse II, Specialist	27.24
12314 - Registered Nurse III	32.37
12315 - Registered Nurse III, Anesthetist	32.37
12316 - Registered Nurse IV	36.29
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	15.88
13011 - Exhibits Specialist I	19.81
13012 - Exhibits Specialist II	22.58
13013 - Exhibits Specialist III	27.78
13041 - Illustrator I	19.15
13042 - Illustrator II	21.84
13043 - Illustrator III	26.87
13047 - Librarian	25.31
13050 - Library Technician	15.74
13071 - Photographer I	16.01
13072 - Photographer II	20.51
13073 - Photographer III	22.58
13074 - Photographer IV	27.78
13075 - Photographer V	34.14
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	8.62
15030 - Counter Attendant	8.62
15040 - Dry Cleaner	10.89
15070 - Finisher, Flatwork, Machine	8.62
15090 - Presser, Hand	8.62
15100 - Presser, Machine, Drycleaning	8.62
15130 - Presser, Machine, Shirts	8.62
15160 - Presser, Machine, Wearing Apparel, Laundry	8.62
15190 - Sewing Machine Operator	11.65
15220 - Tailor	12.41
15250 - Washer, Machine	9.38
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	21.09
19040 - Tool and Die Maker	23.67
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	19.82
21020 - Material Coordinator	18.19
21030 - Material Expediter	18.19
21040 - Material Handling Laborer	15.16
21050 - Order Filler	12.19
21071 - Forklift Operator	18.06
21080 - Production Line Worker (Food Processing)	17.19
21100 - Shipping/Receiving Clerk	15.76
21130 - Shipping Packer	15.76
21140 - Store Worker I	12.99
21150 - Stock Clerk (Shelf stocker; store worker II)	16.39

21210 - Tools and Parts Attendant	18.57
21400 - Warehouse Specialist	18.06
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	21.71
23040 - Aircraft Mechanic Helper	18.25
23050 - Aircraft Quality Control Inspector	27.53
23060 - Aircraft Servicer	19.54
23070 - Aircraft Worker	20.41
23100 - Appliance Mechanic	21.06
23120 - Bicycle Repairer	18.25
23125 - Cable Splicer	26.58
23130 - Carpenter, Maintenance	22.47
23140 - Carpet Layer	24.29
23160 - Electrician, Maintenance	28.38
23181 - Electronics Technician, Maintenance I	22.01
23182 - Electronics Technician, Maintenance II	23.72
23183 - Electronics Technician, Maintenance III	27.85
23260 - Fabric Worker	19.84
23290 - Fire Alarm System Mechanic	21.71
23310 - Fire Extinguisher Repairer	18.98
23340 - Fuel Distribution System Mechanic	23.03
23370 - General Maintenance Worker	17.86
23400 - Heating, Refrigeration and Air Conditioning Mechanic	24.63
23430 - Heavy Equipment Mechanic	22.62
23440 - Heavy Equipment Operator	25.18
23460 - Instrument Mechanic	22.62
23470 - Laborer	12.08
23500 - Locksmith	20.96
23530 - Machinery Maintenance Mechanic	21.75
23550 - Machinist, Maintenance	20.97
23580 - Maintenance Trades Helper	17.93
23640 - Millwright	24.46
23700 - Office Appliance Repairer	21.85
23740 - Painter, Aircraft	21.06
23760 - Painter, Maintenance	21.06
23790 - Pipefitter, Maintenance	26.89
23800 - Plumber, Maintenance	25.02
23820 - Pneudraulic Systems Mechanic	22.62
23850 - Rigger	21.71
23870 - Scale Mechanic	20.97
23890 - Sheet-Metal Worker, Maintenance	23.77
23910 - Small Engine Mechanic	20.41
23930 - Telecommunication Mechanic I	22.58
23931 - Telecommunication Mechanic II	23.22
23950 - Telephone Lineman	22.58
23960 - Welder, Combination, Maintenance	21.71
23965 - Well Driller	22.62
23970 - Woodcraft Worker	22.62
23980 - Woodworker	18.89
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.13
24580 - Child Care Center Clerk	11.45
24600 - Chore Aid	9.96
24630 - Homemaker	15.97
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	23.89
25040 - Sewage Plant Operator	24.00
25070 - Stationary Engineer	23.89
25190 - Ventilation Equipment Tender	18.54
25210 - Water Treatment Plant Operator	24.00
27000 - Protective Service Occupations	
(not set) - Police Officer	24.27
27004 - Alarm Monitor	17.50

27006 - Corrections Officer	20.56
27010 - Court Security Officer	23.51
27040 - Detention Officer	23.51
27070 - Firefighter	25.24
27101 - Guard I	9.66
27102 - Guard II	16.94
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	19.13
28020 - Hatch Tender	19.13
28030 - Line Handler	19.13
28040 - Stevedore I	18.49
28050 - Stevedore II	19.76
29000 - Technical Occupations	
21150 - Graphic Artist	23.86
29010 - Air Traffic Control Specialist, Center (2)	31.66
29011 - Air Traffic Control Specialist, Station (2)	21.83
29012 - Air Traffic Control Specialist, Terminal (2)	24.05
29023 - Archeological Technician I	16.01
29024 - Archeological Technician II	17.90
29025 - Archeological Technician III	22.18
29030 - Cartographic Technician	22.18
29035 - Computer Based Training (CBT) Specialist/ Instructor	27.50
29040 - Civil Engineering Technician	23.71
29061 - Drafter I	14.26
29062 - Drafter II	16.01
29063 - Drafter III	20.19
29064 - Drafter IV	22.18
29081 - Engineering Technician I	14.80
29082 - Engineering Technician II	16.61
29083 - Engineering Technician III	19.95
29084 - Engineering Technician IV	24.62
29085 - Engineering Technician V	29.65
29086 - Engineering Technician VI	36.15
29090 - Environmental Technician	20.86
29100 - Flight Simulator/Instructor (Pilot)	31.97
29160 - Instructor	23.43
29210 - Laboratory Technician	19.25
29240 - Mathematical Technician	22.18
29361 - Paralegal/Legal Assistant I	17.31
29362 - Paralegal/Legal Assistant II	21.37
29363 - Paralegal/Legal Assistant III	23.58
29364 - Paralegal/Legal Assistant IV	31.59
29390 - Photooptics Technician	22.18
29480 - Technical writer	27.25
29491 - Unexploded Ordnance (UXO) Technician I	20.12
29492 - Unexploded Ordnance (UXO) Technician II	24.35
29493 - Unexploded Ordnance (UXO) Technician III	29.18
29494 - Unexploded (UXO) Safety Escort	20.12
29495 - Unexploded (UXO) Sweep Personnel	20.12
29620 - Weather Observer, Senior (3)	20.86
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	18.32
29622 - Weather Observer, Upper Air (3)	18.32
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	16.95
31260 - Parking and Lot Attendant	9.91
31290 - Shuttle Bus Driver	12.42
31300 - Taxi Driver	9.76
31361 - Truckdriver, Light Truck	12.42
31362 - Truckdriver, Medium Truck	17.80
31363 - Truckdriver, Heavy Truck	18.28
31364 - Truckdriver, Tractor-Trailer	18.28
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	10.90

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99030 - Cashier	10.49
99041 - Carnival Equipment Operator	11.62
99042 - Carnival Equipment Repairer	12.07
99043 - Carnival Worker	10.26
99050 - Desk Clerk	10.81
99095 - Embalmer	21.11
99300 - Lifeguard	10.57
99310 - Mortician	20.65
99350 - Park Attendant (Aide)	13.28
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	12.87
99500 - Recreation Specialist	14.96
99510 - Recycling Worker	14.87
99610 - Sales Clerk	13.05
99620 - School Crossing Guard (Crosswalk Attendant)	12.30
99630 - Sport Official	10.57
99658 - Survey Party Chief (Chief of Party)	22.34
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	17.55
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99690 - Swimming Pool Operator	17.16
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REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process

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request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

William W. Gross Division of
Director Wage Determinations

Wage Determination No.: 1994-2561
Revision No.: 30
Date of Last Revision: 09/09/2004

State: Washington

Area: Washington Counties of Island, San Juan, Skagit

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	11.92
01012 - Accounting Clerk II	13.23
01013 - Accounting Clerk III	15.44
01014 - Accounting Clerk IV	17.28
01030 - Court Reporter	15.54
01050 - Dispatcher, Motor Vehicle	15.84
01060 - Document Preparation Clerk	12.70
01070 - Messenger (Courier)	9.90
01090 - Duplicating Machine Operator	12.70
01110 - Film/Tape Librarian	12.52
01115 - General Clerk I	10.34
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01117 - General Clerk III	14.80
01118 - General Clerk IV	16.24
01120 - Housing Referral Assistant	17.89
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01191 - Order Clerk I	13.11
01192 - Order Clerk II	14.37
01261 - Personnel Assistant (Employment) I	13.21
01262 - Personnel Assistant (Employment) II	14.66
01263 - Personnel Assistant (Employment) III	16.20
01264 - Personnel Assistant (Employment) IV	18.61
01270 - Production Control Clerk	18.66
01290 - Rental Clerk	12.12
01300 - Scheduler, Maintenance	14.37
01311 - Secretary I	14.37
01312 - Secretary II	15.54
01313 - Secretary III	17.35
01314 - Secretary IV	21.44
01315 - Secretary V	24.91
01320 - Service Order Dispatcher	14.03
01341 - Stenographer I	13.61
01342 - Stenographer II	15.53
01400 - Supply Technician	21.03
01420 - Survey Worker (Interviewer)	14.16
01460 - Switchboard Operator-Receptionist	12.38
01510 - Test Examiner	15.54
01520 - Test Proctor	15.54
01531 - Travel Clerk I	11.25
01532 - Travel Clerk II	12.08
01533 - Travel Clerk III	12.91

01611 - Word Processor I	13.46
01612 - Word Processor II	15.08
01613 - Word Processor III	17.26
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	14.00
03041 - Computer Operator I	15.08
03042 - Computer Operator II	16.73
03043 - Computer Operator III	18.66
03044 - Computer Operator IV	21.87
03045 - Computer Operator V	24.27
03071 - Computer Programmer I (1)	16.36
03072 - Computer Programmer II (1)	20.71
03073 - Computer Programmer III (1)	27.62
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	27.62
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	15.08
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	21.24
05010 - Automotive Glass Installer	19.93
05040 - Automotive Worker	19.93
05070 - Electrician, Automotive	20.82
05100 - Mobile Equipment Servicer	17.98
05130 - Motor Equipment Metal Mechanic	21.66
05160 - Motor Equipment Metal Worker	19.93
05190 - Motor Vehicle Mechanic	21.69
05220 - Motor Vehicle Mechanic Helper	17.12
05250 - Motor Vehicle Upholstery Worker	18.86
05280 - Motor Vehicle Wrecker	19.93
05310 - Painter, Automotive	20.82
05340 - Radiator Repair Specialist	22.33
05370 - Tire Repairer	15.74
05400 - Transmission Repair Specialist	21.66
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	9.24
07010 - Baker	11.65
07041 - Cook I	11.32
07042 - Cook II	12.14
07070 - Dishwasher	9.55
07130 - Meat Cutter	16.18
07250 - Waiter/Waitress	9.69
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	21.01
09040 - Furniture Handler	16.89
09070 - Furniture Refinisher	21.01
09100 - Furniture Refinisher Helper	18.28
09110 - Furniture Repairer, Minor	19.65
09130 - Upholsterer	21.01
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	11.31
11060 - Elevator Operator	10.47
11090 - Gardener	13.30
11121 - House Keeping Aid I	9.34
11122 - House Keeping Aid II	10.47
11150 - Janitor	11.19
11210 - Laborer, Grounds Maintenance	11.85
11240 - Maid or Houseman	9.34
11270 - Pest Controller	13.13
11300 - Refuse Collector	12.26
11330 - Tractor Operator	11.64
11360 - Window Cleaner	11.78
12000 - Health Occupations	

12020 - Dental Assistant	14.77
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	14.15
12071 - Licensed Practical Nurse I	13.63
12072 - Licensed Practical Nurse II	15.29
12073 - Licensed Practical Nurse III	17.13
12100 - Medical Assistant	13.30
12130 - Medical Laboratory Technician	13.90
12160 - Medical Record Clerk	11.64
12190 - Medical Record Technician	16.03
12221 - Nursing Assistant I	9.66
12222 - Nursing Assistant II	10.72
12223 - Nursing Assistant III	11.85
12224 - Nursing Assistant IV	14.10
12250 - Pharmacy Technician	14.04
12280 - Phlebotomist	14.10
12311 - Registered Nurse I	20.46
12312 - Registered Nurse II	25.01
12313 - Registered Nurse II, Specialist	25.01
12314 - Registered Nurse III	30.21
12315 - Registered Nurse III, Anesthetist	30.21
12316 - Registered Nurse IV	36.29
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	17.47
13011 - Exhibits Specialist I	17.77
13012 - Exhibits Specialist II	21.30
13013 - Exhibits Specialist III	25.81
13041 - Illustrator I	17.77
13042 - Illustrator II	22.02
13043 - Illustrator III	26.92
13047 - Librarian	24.38
13050 - Library Technician	13.97
13071 - Photographer I	14.80
13072 - Photographer II	17.95
13073 - Photographer III	22.02
13074 - Photographer IV	26.92
13075 - Photographer V	32.59
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	8.39
15030 - Counter Attendant	8.39
15040 - Dry Cleaner	10.35
15070 - Finisher, Flatwork, Machine	8.39
15090 - Presser, Hand	8.39
15100 - Presser, Machine, Drycleaning	8.39
15130 - Presser, Machine, Shirts	8.39
15160 - Presser, Machine, Wearing Apparel, Laundry	8.39
15190 - Sewing Machine Operator	11.09
15220 - Tailor	11.83
15250 - Washer, Machine	8.88
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	21.01
19040 - Tool and Die Maker	23.74
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	20.68
21020 - Material Coordinator	16.26
21030 - Material Expediter	16.26
21040 - Material Handling Laborer	14.40
21050 - Order Filler	10.92
21071 - Forklift Operator	18.06
21080 - Production Line Worker (Food Processing)	15.99
21100 - Shipping/Receiving Clerk	13.40
21130 - Shipping Packer	13.40
21140 - Store Worker I	12.99
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	16.39

21210 - Tools and Parts Attendant	18.06
21400 - Warehouse Specialist	17.14
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	21.71
23040 - Aircraft Mechanic Helper	18.28
23050 - Aircraft Quality Control Inspector	26.64
23060 - Aircraft Servicer	19.65
23070 - Aircraft Worker	20.33
23100 - Appliance Mechanic	21.01
23120 - Bicycle Repairer	18.33
23125 - Cable Splicer	22.62
23130 - Carpenter, Maintenance	21.01
23140 - Carpet Layer	21.91
23160 - Electrician, Maintenance	28.64
23181 - Electronics Technician, Maintenance I	20.31
23182 - Electronics Technician, Maintenance II	22.62
23183 - Electronics Technician, Maintenance III	24.48
23260 - Fabric Worker	19.84
23290 - Fire Alarm System Mechanic	22.62
23310 - Fire Extinguisher Repairer	18.97
23340 - Fuel Distribution System Mechanic	23.88
23370 - General Maintenance Worker	20.33
23400 - Heating, Refrigeration and Air Conditioning Mechanic	22.62
23430 - Heavy Equipment Mechanic	22.62
23440 - Heavy Equipment Operator	22.22
23460 - Instrument Mechanic	22.62
23470 - Laborer	13.04
23500 - Locksmith	21.85
23530 - Machinery Maintenance Mechanic	21.75
23550 - Machinist, Maintenance	20.67
23580 - Maintenance Trades Helper	18.28
23640 - Millwright	22.62
23700 - Office Appliance Repairer	21.85
23740 - Painter, Aircraft	21.01
23760 - Painter, Maintenance	21.01
23790 - Pipefitter, Maintenance	23.98
23800 - Plumber, Maintenance	22.49
23820 - Pneudraulic Systems Mechanic	22.62
23850 - Rigger	22.62
23870 - Scale Mechanic	20.97
23890 - Sheet-Metal Worker, Maintenance	22.62
23910 - Small Engine Mechanic	22.41
23930 - Telecommunication Mechanic I	23.32
23931 - Telecommunication Mechanic II	23.32
23950 - Telephone Lineman	23.32
23960 - Welder, Combination, Maintenance	21.71
23965 - Well Driller	22.62
23970 - Woodcraft Worker	22.62
23980 - Woodworker	18.97
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.79
24580 - Child Care Center Clerk	9.50
24600 - Chore Aid	10.13
24630 - Homemaker	15.50
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	22.62
25040 - Sewage Plant Operator	22.96
25070 - Stationary Engineer	22.62
25190 - Ventilation Equipment Tender	18.28
25210 - Water Treatment Plant Operator	22.96
27000 - Protective Service Occupations	
(not set) - Police Officer	24.27
27004 - Alarm Monitor	16.20

27006 - Corrections Officer	20.71
27010 - Court Security Officer	23.51
27040 - Detention Officer	23.51
27070 - Firefighter	25.24
27101 - Guard I	9.66
27102 - Guard II	16.94
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	20.79
28020 - Hatch Tender	20.79
28030 - Line Handler	20.79
28040 - Stevedore I	20.25
28050 - Stevedore II	21.68
29000 - Technical Occupations	
21150 - Graphic Artist	19.30
29010 - Air Traffic Control Specialist, Center (2)	31.66
29011 - Air Traffic Control Specialist, Station (2)	21.83
29012 - Air Traffic Control Specialist, Terminal (2)	24.05
29023 - Archeological Technician I	17.18
29024 - Archeological Technician II	19.24
29025 - Archeological Technician III	23.83
29030 - Cartographic Technician	23.83
29035 - Computer Based Training (CBT) Specialist/ Instructor	25.69
29040 - Civil Engineering Technician	21.66
29061 - Drafter I	14.26
29062 - Drafter II	16.01
29063 - Drafter III	17.90
29064 - Drafter IV	22.18
29081 - Engineering Technician I	13.47
29082 - Engineering Technician II	15.41
29083 - Engineering Technician III	17.95
29084 - Engineering Technician IV	22.23
29085 - Engineering Technician V	28.21
29086 - Engineering Technician VI	36.15
29090 - Environmental Technician	20.71
29100 - Flight Simulator/Instructor (Pilot)	33.36
29160 - Instructor	23.43
29210 - Laboratory Technician	18.26
29240 - Mathematical Technician	23.83
29361 - Paralegal/Legal Assistant I	17.18
29362 - Paralegal/Legal Assistant II	21.17
29363 - Paralegal/Legal Assistant III	25.89
29364 - Paralegal/Legal Assistant IV	31.28
29390 - Photooptics Technician	23.83
29480 - Technical writer	22.36
29491 - Unexploded Ordnance (UXO) Technician I	20.12
29492 - Unexploded Ordnance (UXO) Technician II	24.35
29493 - Unexploded Ordnance (UXO) Technician III	29.18
29494 - Unexploded (UXO) Safety Escort	20.12
29495 - Unexploded (UXO) Sweep Personnel	20.12
29620 - Weather Observer, Senior (3)	20.33
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	17.51
29622 - Weather Observer, Upper Air (3)	17.51
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	16.15
31260 - Parking and Lot Attendant	9.54
31290 - Shuttle Bus Driver	12.97
31300 - Taxi Driver	10.85
31361 - Truckdriver, Light Truck	12.97
31362 - Truckdriver, Medium Truck	16.43
31363 - Truckdriver, Heavy Truck	17.40
31364 - Truckdriver, Tractor-Trailer	17.40
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	10.90

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99030 - Cashier	10.11
99041 - Carnival Equipment Operator	10.47
99042 - Carnival Equipment Repairer	10.88
99043 - Carnival Worker	9.21
99050 - Desk Clerk	11.28
99095 - Embalmer	20.12
99300 - Lifeguard	10.57
99310 - Mortician	20.12
99350 - Park Attendant (Aide)	13.28
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	10.57
99500 - Recreation Specialist	15.61
99510 - Recycling Worker	15.35
99610 - Sales Clerk	11.82
99620 - School Crossing Guard (Crosswalk Attendant)	12.82
99630 - Sport Official	11.04
99658 - Survey Party Chief (Chief of Party)	22.26
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	16.52
99660 - Surveying Aide	12.05
99690 - Swimming Pool Operator	15.52
99720 - Vending Machine Attendant	13.94
99730 - Vending Machine Repairer	15.52
99740 - Vending Machine Repairer Helper	13.94

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.59 an hour or \$103.60 a week or \$448.93 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on

Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties)

contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

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- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process

the
request.

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REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

William W. Gross Division of
Director Wage Determinations

Wage Determination No.: 1994-2559
Revision No.: 25
Date of Last Revision: 08/02/2004

State: Washington

Area: Washington Counties of Clallam, Grays Harbor, Jefferson, Kitsap, Mason

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
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01012 - Accounting Clerk II	13.23
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01118 - General Clerk IV	16.11
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01311 - Secretary I	14.37
01312 - Secretary II	15.54
01313 - Secretary III	17.35
01314 - Secretary IV	21.44
01315 - Secretary V	24.91
01320 - Service Order Dispatcher	14.11
01341 - Stenographer I	14.34
01342 - Stenographer II	16.10
01400 - Supply Technician	21.03
01420 - Survey Worker (Interviewer)	14.16
01460 - Switchboard Operator-Receptionist	12.38
01510 - Test Examiner	15.54
01520 - Test Proctor	15.54
01531 - Travel Clerk I	10.37
01532 - Travel Clerk II	11.28
01533 - Travel Clerk III	11.97

01611 - Word Processor I	13.46
01612 - Word Processor II	15.42
01613 - Word Processor III	16.97
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	13.95
03041 - Computer Operator I	14.97
03042 - Computer Operator II	16.73
03043 - Computer Operator III	18.66
03044 - Computer Operator IV	21.87
03045 - Computer Operator V	24.27
03071 - Computer Programmer I (1)	16.36
03072 - Computer Programmer II (1)	20.71
03073 - Computer Programmer III (1)	26.83
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	23.07
03102 - Computer Systems Analyst II (1)	26.75
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	14.97
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	19.29
05010 - Automotive Glass Installer	19.87
05040 - Automotive Worker	19.87
05070 - Electrician, Automotive	20.86
05100 - Mobile Equipment Servicer	18.55
05130 - Motor Equipment Metal Mechanic	21.22
05160 - Motor Equipment Metal Worker	19.88
05190 - Motor Vehicle Mechanic	21.22
05220 - Motor Vehicle Mechanic Helper	17.84
05250 - Motor Vehicle Upholstery Worker	19.59
05280 - Motor Vehicle Wrecker	19.88
05310 - Painter, Automotive	20.54
05340 - Radiator Repair Specialist	19.88
05370 - Tire Repairer	14.81
05400 - Transmission Repair Specialist	21.22
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	9.39
07010 - Baker	12.59
07041 - Cook I	11.74
07042 - Cook II	12.59
07070 - Dishwasher	9.95
07130 - Meat Cutter	16.64
07250 - Waiter/Waitress	10.44
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	18.67
09040 - Furniture Handler	14.68
09070 - Furniture Refinisher	18.67
09100 - Furniture Refinisher Helper	16.24
09110 - Furniture Repairer, Minor	17.47
09130 - Upholsterer	18.67
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	11.36
11060 - Elevator Operator	10.66
11090 - Gardener	13.31
11121 - House Keeping Aid I	9.34
11122 - House Keeping Aid II	10.66
11150 - Janitor	11.19
11210 - Laborer, Grounds Maintenance	12.63
11240 - Maid or Houseman	9.39
11270 - Pest Controller	13.45
11300 - Refuse Collector	13.84
11330 - Tractor Operator	13.07
11360 - Window Cleaner	11.78
12000 - Health Occupations	

12020 - Dental Assistant	14.74
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	17.35
12071 - Licensed Practical Nurse I	13.63
12072 - Licensed Practical Nurse II	15.29
12073 - Licensed Practical Nurse III	17.13
12100 - Medical Assistant	13.30
12130 - Medical Laboratory Technician	14.02
12160 - Medical Record Clerk	11.56
12190 - Medical Record Technician	16.03
12221 - Nursing Assistant I	9.66
12222 - Nursing Assistant II	10.72
12223 - Nursing Assistant III	11.85
12224 - Nursing Assistant IV	14.10
12250 - Pharmacy Technician	13.37
12280 - Phlebotomist	14.10
12311 - Registered Nurse I	20.46
12312 - Registered Nurse II	25.01
12313 - Registered Nurse II, Specialist	25.01
12314 - Registered Nurse III	30.21
12315 - Registered Nurse III, Anesthetist	30.21
12316 - Registered Nurse IV	36.29
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	15.29
13011 - Exhibits Specialist I	17.04
13012 - Exhibits Specialist II	21.11
13013 - Exhibits Specialist III	25.64
13041 - Illustrator I	17.04
13042 - Illustrator II	21.11
13043 - Illustrator III	25.64
13047 - Librarian	23.38
13050 - Library Technician	14.16
13071 - Photographer I	14.40
13072 - Photographer II	17.04
13073 - Photographer III	19.60
13074 - Photographer IV	23.31
13075 - Photographer V	28.19
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	8.39
15030 - Counter Attendant	8.39
15040 - Dry Cleaner	9.75
15070 - Finisher, Flatwork, Machine	8.39
15090 - Presser, Hand	8.39
15100 - Presser, Machine, Drycleaning	8.39
15130 - Presser, Machine, Shirts	8.39
15160 - Presser, Machine, Wearing Apparel, Laundry	8.39
15190 - Sewing Machine Operator	10.42
15220 - Tailor	11.04
15250 - Washer, Machine	8.83
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	18.67
19040 - Tool and Die Maker	21.10
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	19.68
21020 - Material Coordinator	17.81
21030 - Material Expediter	17.81
21040 - Material Handling Laborer	14.40
21050 - Order Filler	13.15
21071 - Forklift Operator	18.06
21080 - Production Line Worker (Food Processing)	15.99
21100 - Shipping/Receiving Clerk	16.62
21130 - Shipping Packer	11.14
21140 - Store Worker I	12.99
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	16.39

21210 - Tools and Parts Attendant	17.75
21400 - Warehouse Specialist	17.33
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	19.71
23040 - Aircraft Mechanic Helper	16.89
23050 - Aircraft Quality Control Inspector	20.71
23060 - Aircraft Servicer	18.17
23070 - Aircraft Worker	18.79
23100 - Appliance Mechanic	18.67
23120 - Bicycle Repairer	14.81
23125 - Cable Splicer	22.62
23130 - Carpenter, Maintenance	17.78
23140 - Carpet Layer	20.97
23160 - Electrician, Maintenance	23.34
23181 - Electronics Technician, Maintenance I	20.73
23182 - Electronics Technician, Maintenance II	21.07
23183 - Electronics Technician, Maintenance III	22.41
23260 - Fabric Worker	19.84
23290 - Fire Alarm System Mechanic	22.62
23310 - Fire Extinguisher Repairer	18.68
23340 - Fuel Distribution System Mechanic	22.62
23370 - General Maintenance Worker	16.43
23400 - Heating, Refrigeration and Air Conditioning Mechanic	21.75
23430 - Heavy Equipment Mechanic	22.62
23440 - Heavy Equipment Operator	21.23
23460 - Instrument Mechanic	22.62
23470 - Laborer	11.44
23500 - Locksmith	18.67
23530 - Machinery Maintenance Mechanic	18.14
23550 - Machinist, Maintenance	22.32
23580 - Maintenance Trades Helper	14.76
23640 - Millwright	22.62
23700 - Office Appliance Repairer	21.85
23740 - Painter, Aircraft	20.54
23760 - Painter, Maintenance	18.67
23790 - Pipefitter, Maintenance	23.34
23800 - Plumber, Maintenance	22.59
23820 - Pneudraulic Systems Mechanic	22.62
23850 - Rigger	22.59
23870 - Scale Mechanic	20.97
23890 - Sheet-Metal Worker, Maintenance	22.38
23910 - Small Engine Mechanic	20.97
23930 - Telecommunication Mechanic I	21.91
23931 - Telecommunication Mechanic II	21.90
23950 - Telephone Lineman	21.22
23960 - Welder, Combination, Maintenance	21.64
23965 - Well Driller	22.62
23970 - Woodcraft Worker	22.62
23980 - Woodworker	18.68
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.43
24580 - Child Care Center Clerk	10.51
24600 - Chore Aid	12.50
24630 - Homemaker	14.05
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	21.55
25040 - Sewage Plant Operator	20.36
25070 - Stationary Engineer	21.55
25190 - Ventilation Equipment Tender	16.72
25210 - Water Treatment Plant Operator	20.36
27000 - Protective Service Occupations	
(not set) - Police Officer	24.27
27004 - Alarm Monitor	14.73

27006 - Corrections Officer	20.71
27010 - Court Security Officer	23.51
27040 - Detention Officer	23.51
27070 - Firefighter	25.24
27101 - Guard I	10.32
27102 - Guard II	16.94
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	16.78
28020 - Hatch Tender	16.78
28030 - Line Handler	16.78
28040 - Stevedore I	16.19
28050 - Stevedore II	17.31
29000 - Technical Occupations	
21150 - Graphic Artist	17.62
29010 - Air Traffic Control Specialist, Center (2)	31.66
29011 - Air Traffic Control Specialist, Station (2)	21.83
29012 - Air Traffic Control Specialist, Terminal (2)	24.05
29023 - Archeological Technician I	16.01
29024 - Archeological Technician II	17.90
29025 - Archeological Technician III	22.18
29030 - Cartographic Technician	22.18
29035 - Computer Based Training (CBT) Specialist/ Instructor	22.20
29040 - Civil Engineering Technician	21.86
29061 - Drafter I	13.92
29062 - Drafter II	16.01
29063 - Drafter III	17.90
29064 - Drafter IV	22.18
29081 - Engineering Technician I	13.38
29082 - Engineering Technician II	15.41
29083 - Engineering Technician III	17.50
29084 - Engineering Technician IV	20.86
29085 - Engineering Technician V	28.21
29086 - Engineering Technician VI	35.09
29090 - Environmental Technician	20.86
29100 - Flight Simulator/Instructor (Pilot)	24.09
29160 - Instructor	24.46
29210 - Laboratory Technician	18.79
29240 - Mathematical Technician	21.00
29361 - Paralegal/Legal Assistant I	16.97
29362 - Paralegal/Legal Assistant II	20.88
29363 - Paralegal/Legal Assistant III	25.54
29364 - Paralegal/Legal Assistant IV	29.97
29390 - Photooptics Technician	20.72
29480 - Technical Writer	30.51
29491 - Unexploded Ordnance (UXO) Technician I	20.12
29492 - Unexploded Ordnance (UXO) Technician II	24.35
29493 - Unexploded Ordnance (UXO) Technician III	29.18
29494 - Unexploded (UXO) Safety Escort	20.12
29495 - Unexploded (UXO) Sweep Personnel	20.12
29620 - Weather Observer, Senior (3)	19.09
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	16.40
29622 - Weather Observer, Upper Air (3)	16.40
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	16.85
31260 - Parking and Lot Attendant	11.51
31290 - Shuttle Bus Driver	13.59
31300 - Taxi Driver	13.08
31361 - Truckdriver, Light Truck	12.82
31362 - Truckdriver, Medium Truck	15.46
31363 - Truckdriver, Heavy Truck	16.55
31364 - Truckdriver, Tractor-Trailer	16.55
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	10.90

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99030 - Cashier	9.70
99041 - Carnival Equipment Operator	11.31
99042 - Carnival Equipment Repairer	11.75
99043 - Carnival Worker	9.95
99050 - Desk Clerk	9.28
99095 - Embalmer	20.16
99300 - Lifeguard	10.57
99310 - Mortician	20.12
99350 - Park Attendant (Aide)	13.28
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.21
99500 - Recreation Specialist	12.56
99510 - Recycling Worker	15.74
99610 - Sales Clerk	10.60
99620 - School Crossing Guard (Crosswalk Attendant)	12.30
99630 - Sport Official	8.73
99658 - Survey Party Chief (Chief of Party)	16.34
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	11.58
99660 - Surveying Aide	8.44
99690 - Swimming Pool Operator	15.88
99720 - Vending Machine Attendant	15.05
99730 - Vending Machine Repairer	15.88
99740 - Vending Machine Repairer Helper	15.05

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.59 an hour or \$103.60 a week or \$448.93 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on

Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This

publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure

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that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
William W. Gross Director	Division of Wage Determinations
	Wage Determination No.: 1994-2495 Revision No.: 27 Date of Last Revision: 08/11/2004

States: Arkansas, Kentucky, Mississippi, Tennessee

Area: Arkansas Counties of Craighead, Crittenden, Cross, Lee, Mississippi, Poinsett,

St Francis

Kentucky Counties of Ballard, Calloway, Carlisle, Fulton, Graves, Hickman, Marshall,

McCracken

Mississippi Counties of Benton, De Soto, Marshall, Tippah

Tennessee Counties of Benton, Carroll, Chester, Crockett, Decatur, Dyer, Fayette,
Gibson, Hardeman, Hardin, Haywood, Henderson, Henry, Lake, Lauderdale, Madison,
McNairy, Obion, Shelby, Tipton, Weakley

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	9.84
01012 - Accounting Clerk II	11.10
01013 - Accounting Clerk III	13.41
01014 - Accounting Clerk IV	14.87
01030 - Court Reporter	15.24
01050 - Dispatcher, Motor Vehicle	13.75
01060 - Document Preparation Clerk	11.52
01070 - Messenger (Courier)	9.64
01090 - Duplicating Machine Operator	10.63
01110 - Film/Tape Librarian	11.01
01115 - General Clerk I	8.37
01116 - General Clerk II	9.36
01117 - General Clerk III	11.81
01118 - General Clerk IV	13.96
01120 - Housing Referral Assistant	17.63
01131 - Key Entry Operator I	10.61
01132 - Key Entry Operator II	11.05
01191 - Order Clerk I	10.61
01192 - Order Clerk II	12.26
01261 - Personnel Assistant (Employment) I	11.61
01262 - Personnel Assistant (Employment) II	13.72
01263 - Personnel Assistant (Employment) III	15.42
01264 - Personnel Assistant (Employment) IV	16.36
01270 - Production Control Clerk	13.26
01290 - Rental Clerk	13.28
01300 - Scheduler, Maintenance	13.53
01311 - Secretary I	13.53
01312 - Secretary II	15.27
01313 - Secretary III	17.91
01314 - Secretary IV	19.91
01315 - Secretary V	22.04
01320 - Service Order Dispatcher	13.56
01341 - Stenographer I	12.38

01342 - Stenographer II	14.56
01400 - Supply Technician	14.06
01420 - Survey Worker (Interviewer)	14.84
01460 - Switchboard Operator-Receptionist	10.52
01510 - Test Examiner	15.27
01520 - Test Proctor	15.27
01531 - Travel Clerk I	10.47
01532 - Travel Clerk II	11.13
01533 - Travel Clerk III	12.01
01611 - Word Processor I	12.01
01612 - Word Processor II	13.78
01613 - Word Processor III	15.28
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	11.35
03041 - Computer Operator I	12.40
03042 - Computer Operator II	14.80
03043 - Computer Operator III	17.16
03044 - Computer Operator IV	19.08
03045 - Computer Operator V	21.12
03071 - Computer Programmer I (1)	16.29
03072 - Computer Programmer II (1)	21.53
03073 - Computer Programmer III (1)	25.94
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	23.50
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	12.40
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	18.19
05010 - Automotive Glass Installer	14.13
05040 - Automotive Worker	14.16
05070 - Electrician, Automotive	15.82
05100 - Mobile Equipment Servicer	12.40
05130 - Motor Equipment Metal Mechanic	15.82
05160 - Motor Equipment Metal Worker	14.16
05190 - Motor Vehicle Mechanic	15.82
05220 - Motor Vehicle Mechanic Helper	11.49
05250 - Motor Vehicle Upholstery Worker	14.16
05280 - Motor Vehicle Wrecker	14.16
05310 - Painter, Automotive	15.00
05340 - Radiator Repair Specialist	14.16
05370 - Tire Repairer	11.65
05400 - Transmission Repair Specialist	15.62
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	7.71
07010 - Baker	10.16
07041 - Cook I	8.65
07042 - Cook II	10.16
07070 - Dishwasher	7.21
07130 - Meat Cutter	12.98
07250 - Waiter/Waitress	7.44
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	15.48
09040 - Furniture Handler	10.26
09070 - Furniture Refinisher	15.48
09100 - Furniture Refinisher Helper	11.91
09110 - Furniture Repairer, Minor	13.71
09130 - Upholsterer	15.48
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	9.56
11060 - Elevator Operator	8.30
11090 - Gardener	12.62
11121 - House Keeping Aid I	7.36

11122 - House Keeping Aid II	8.30
11150 - Janitor	9.30
11210 - Laborer, Grounds Maintenance	10.13
11240 - Maid or Houseman	7.56
11270 - Pest Controller	11.30
11300 - Refuse Collector	10.36
11330 - Tractor Operator	12.66
11360 - Window Cleaner	9.63
12000 - Health Occupations	
12020 - Dental Assistant	13.84
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	14.10
12071 - Licensed Practical Nurse I	11.74
12072 - Licensed Practical Nurse II	13.16
12073 - Licensed Practical Nurse III	14.72
12100 - Medical Assistant	11.53
12130 - Medical Laboratory Technician	13.73
12160 - Medical Record Clerk	11.24
12190 - Medical Record Technician	13.54
12221 - Nursing Assistant I	8.38
12222 - Nursing Assistant II	9.43
12223 - Nursing Assistant III	10.34
12224 - Nursing Assistant IV	11.60
12250 - Pharmacy Technician	12.48
12280 - Phlebotomist	11.95
12311 - Registered Nurse I	18.96
12312 - Registered Nurse II	22.34
12313 - Registered Nurse II, Specialist	22.34
12314 - Registered Nurse III	27.02
12315 - Registered Nurse III, Anesthetist	27.02
12316 - Registered Nurse IV	32.38
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	17.59
13011 - Exhibits Specialist I	16.04
13012 - Exhibits Specialist II	18.80
13013 - Exhibits Specialist III	22.99
13041 - Illustrator I	16.04
13042 - Illustrator II	18.80
13043 - Illustrator III	22.99
13047 - Librarian	19.48
13050 - Library Technician	10.80
13071 - Photographer I	13.61
13072 - Photographer II	16.55
13073 - Photographer III	19.17
13074 - Photographer IV	21.25
13075 - Photographer V	24.04
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	7.43
15030 - Counter Attendant	7.43
15040 - Dry Cleaner	9.74
15070 - Finisher, Flatwork, Machine	7.43
15090 - Presser, Hand	7.43
15100 - Presser, Machine, Drycleaning	7.43
15130 - Presser, Machine, Shirts	7.43
15160 - Presser, Machine, Wearing Apparel, Laundry	7.43
15190 - Sewing Machine Operator	10.41
15220 - Tailor	11.70
15250 - Washer, Machine	8.21
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	15.48
19040 - Tool and Die Maker	18.95
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	12.89
21020 - Material Coordinator	16.03

21030 - Material Expediter	16.03
21040 - Material Handling Laborer	10.30
21050 - Order Filler	10.36
21071 - Forklift Operator	13.10
21080 - Production Line Worker (Food Processing)	12.96
21100 - Shipping/Receiving Clerk	11.25
21130 - Shipping Packer	11.25
21140 - Store Worker I	8.62
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	12.08
21210 - Tools and Parts Attendant	13.35
21400 - Warehouse Specialist	13.35
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	19.81
23040 - Aircraft Mechanic Helper	12.90
23050 - Aircraft Quality Control Inspector	18.61
23060 - Aircraft Servicer	14.85
23070 - Aircraft Worker	15.82
23100 - Appliance Mechanic	16.39
23120 - Bicycle Repairer	11.39
23125 - Cable Splicer	18.79
23130 - Carpenter, Maintenance	16.39
23140 - Carpet Layer	14.60
23160 - Electrician, Maintenance	18.27
23181 - Electronics Technician, Maintenance I	17.16
23182 - Electronics Technician, Maintenance II	22.01
23183 - Electronics Technician, Maintenance III	23.80
23260 - Fabric Worker	13.95
23290 - Fire Alarm System Mechanic	17.46
23310 - Fire Extinguisher Repairer	13.16
23340 - Fuel Distribution System Mechanic	16.36
23370 - General Maintenance Worker	14.86
23400 - Heating, Refrigeration and Air Conditioning Mechanic	18.24
23430 - Heavy Equipment Mechanic	16.82
23440 - Heavy Equipment Operator	16.36
23460 - Instrument Mechanic	17.46
23470 - Laborer	10.30
23500 - Locksmith	15.48
23530 - Machinery Maintenance Mechanic	20.41
23550 - Machinist, Maintenance	18.35
23580 - Maintenance Trades Helper	12.25
23640 - Millwright	18.53
23700 - Office Appliance Repairer	16.39
23740 - Painter, Aircraft	17.03
23760 - Painter, Maintenance	15.48
23790 - Pipefitter, Maintenance	18.38
23800 - Plumber, Maintenance	17.61
23820 - Pneudraulic Systems Mechanic	17.46
23850 - Rigger	17.46
23870 - Scale Mechanic	15.33
23890 - Sheet-Metal Worker, Maintenance	17.08
23910 - Small Engine Mechanic	14.60
23930 - Telecommunication Mechanic I	17.24
23931 - Telecommunication Mechanic II	18.17
23950 - Telephone Lineman	17.24
23960 - Welder, Combination, Maintenance	16.36
23965 - Well Driller	17.46
23970 - Woodcraft Worker	17.46
23980 - Woodworker	13.76
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.64
24580 - Child Care Center Clerk	12.12
24600 - Chore Aid	7.60
24630 - Homemaker	15.70

25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	18.38
25040 - Sewage Plant Operator	15.81
25070 - Stationary Engineer	18.38
25190 - Ventilation Equipment Tender	12.03
25210 - Water Treatment Plant Operator	15.70
27000 - Protective Service Occupations	
(not set) - Police Officer	19.41
27004 - Alarm Monitor	8.88
27006 - Corrections Officer	15.04
27010 - Court Security Officer	17.33
27040 - Detention Officer	15.31
27070 - Firefighter	15.25
27101 - Guard I	8.68
27102 - Guard II	10.21
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	15.25
28020 - Hatch Tender	15.25
28030 - Line Handler	15.25
28040 - Stevedore I	14.46
28050 - Stevedore II	16.33
29000 - Technical Occupations	
21150 - Graphic Artist	18.91
29010 - Air Traffic Control Specialist, Center (2)	30.50
29011 - Air Traffic Control Specialist, Station (2)	21.03
29012 - Air Traffic Control Specialist, Terminal (2)	23.16
29023 - Archeological Technician I	14.35
29024 - Archeological Technician II	16.05
29025 - Archeological Technician III	19.88
29030 - Cartographic Technician	20.56
29035 - Computer Based Training (CBT) Specialist/ Instructor	23.50
29040 - Civil Engineering Technician	18.20
29061 - Drafter I	12.63
29062 - Drafter II	14.11
29063 - Drafter III	16.97
29064 - Drafter IV	19.89
29081 - Engineering Technician I	16.18
29082 - Engineering Technician II	16.24
29083 - Engineering Technician III	19.76
29084 - Engineering Technician IV	22.89
29085 - Engineering Technician V	25.36
29086 - Engineering Technician VI	28.69
29090 - Environmental Technician	18.20
29100 - Flight Simulator/Instructor (Pilot)	27.62
29160 - Instructor	22.02
29210 - Laboratory Technician	16.88
29240 - Mathematical Technician	19.89
29361 - Paralegal/Legal Assistant I	17.10
29362 - Paralegal/Legal Assistant II	20.28
29363 - Paralegal/Legal Assistant III	24.73
29364 - Paralegal/Legal Assistant IV	30.01
29390 - Photooptics Technician	19.89
29480 - Technical Writer	22.65
29491 - Unexploded Ordnance (UXO) Technician I	19.38
29492 - Unexploded Ordnance (UXO) Technician II	23.45
29493 - Unexploded Ordnance (UXO) Technician III	28.11
29494 - Unexploded (UXO) Safety Escort	19.38
29495 - Unexploded (UXO) Sweep Personnel	19.38
29620 - Weather Observer, Senior (3)	17.84
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	14.01
29622 - Weather Observer, Upper Air (3)	14.01
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	15.21

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31260 - Parking and Lot Attendant	7.83
31290 - Shuttle Bus Driver	13.20
31300 - Taxi Driver	8.49
31361 - Truckdriver, Light Truck	13.20
31362 - Truckdriver, Medium Truck	13.68
31363 - Truckdriver, Heavy Truck	14.89
31364 - Truckdriver, Tractor-Trailer	14.89
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	9.68
99030 - Cashier	8.20
99041 - Carnival Equipment Operator	10.24
99042 - Carnival Equipment Repairer	11.04
99043 - Carnival Worker	7.87
99050 - Desk Clerk	8.74
99095 - Embalmer	17.93
99300 - Lifeguard	10.19
99310 - Mortician	18.23
99350 - Park Attendant (Aide)	12.79
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	11.67
99500 - Recreation Specialist	9.29
99510 - Recycling Worker	11.72
99610 - Sales Clerk	11.39
99620 - School Crossing Guard (Crosswalk Attendant)	8.94
99630 - Sport Official	10.19
99658 - Survey Party Chief (Chief of Party)	16.18
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	14.52
99660 - Surveying Aide	10.60
99690 - Swimming Pool Operator	9.50
99720 - Vending Machine Attendant	9.85
99730 - Vending Machine Repairer	12.25
99740 - Vending Machine Repairer Helper	9.85

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.59 an hour or \$103.60 a week or \$448.93 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M.

at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance

operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All

operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of wage and hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

William W. Gross Division of
Director Wage Determinations

Wage Determination No.: 1994-2441
Revision No.: 23
Date of Last Revision: 08/09/2004

States: Oregon, Washington

Area: Oregon Counties of Clackamas, Clatsop, Columbia, Gilliam, Hood River, Marion,
Multnomah, Polk, Sherman, Tillamook, Wasco, Washington, Yamhill
Washington Counties of Clark, Cowlitz, Klickitat, Pacific, Skamania, Wahkiakum

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	9.92
01012 - Accounting Clerk II	12.14
01013 - Accounting Clerk III	14.43
01014 - Accounting Clerk IV	17.37
01030 - Court Reporter	16.17
01050 - Dispatcher, Motor Vehicle	16.17
01060 - Document Preparation Clerk	11.89
01070 - Messenger (Courier)	9.85
01090 - Duplicating Machine Operator	11.89
01110 - Film/Tape Librarian	12.51
01115 - General Clerk I	8.23
01116 - General Clerk II	9.69
01117 - General Clerk III	11.38
01118 - General Clerk IV	14.02
01120 - Housing Referral Assistant	17.22
01131 - Key Entry Operator I	10.33
01132 - Key Entry Operator II	12.73
01191 - Order Clerk I	10.97
01192 - Order Clerk II	13.66
01261 - Personnel Assistant (Employment) I	11.81
01262 - Personnel Assistant (Employment) II	13.59
01263 - Personnel Assistant (Employment) III	16.17
01264 - Personnel Assistant (Employment) IV	17.97
01270 - Production Control Clerk	18.32
01290 - Rental Clerk	13.26
01300 - Scheduler, Maintenance	13.67
01311 - Secretary I	13.44
01312 - Secretary II	16.10
01313 - Secretary III	16.90
01314 - Secretary IV	19.85
01315 - Secretary V	21.75
01320 - Service Order Dispatcher	14.16
01341 - Stenographer I	11.89
01342 - Stenographer II	13.75
01400 - Supply Technician	19.85
01420 - Survey Worker (Interviewer)	14.37
01460 - Switchboard Operator-Receptionist	11.91
01510 - Test Examiner	16.17
01520 - Test Proctor	16.17
01531 - Travel Clerk I	10.80

01532 - Travel Clerk II	11.76
01533 - Travel Clerk III	12.66
01611 - Word Processor I	11.91
01612 - Word Processor II	13.75
01613 - Word Processor III	16.17
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	12.44
03041 - Computer Operator I	12.91
03042 - Computer Operator II	14.93
03043 - Computer Operator III	17.27
03044 - Computer Operator IV	19.16
03045 - Computer Operator V	21.23
03071 - Computer Programmer I (1)	16.39
03072 - Computer Programmer II (1)	19.67
03073 - Computer Programmer III (1)	24.33
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	22.87
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	13.20
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	17.42
05010 - Automotive Glass Installer	15.85
05040 - Automotive Worker	15.85
05070 - Electrician, Automotive	16.58
05100 - Mobile Equipment Servicer	14.24
05130 - Motor Equipment Metal Mechanic	17.42
05160 - Motor Equipment Metal Worker	15.85
05190 - Motor Vehicle Mechanic	17.16
05220 - Motor Vehicle Mechanic Helper	13.40
05250 - Motor Vehicle Upholstery Worker	15.07
05280 - Motor Vehicle Wrecker	15.85
05310 - Painter, Automotive	16.58
05340 - Radiator Repair Specialist	15.85
05370 - Tire Repairer	13.76
05400 - Transmission Repair Specialist	17.42
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	9.07
07010 - Baker	12.43
07041 - Cook I	11.30
07042 - Cook II	12.57
07070 - Dishwasher	7.98
07130 - Meat Cutter	15.66
07250 - Waiter/Waitress	9.16
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	16.58
09040 - Furniture Handler	11.77
09070 - Furniture Refinisher	16.58
09100 - Furniture Refinisher Helper	13.40
09110 - Furniture Repairer, Minor	15.07
09130 - Upholsterer	16.58
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	9.54
11060 - Elevator Operator	9.54
11090 - Gardener	12.51
11121 - House Keeping Aid I	8.84
11122 - House Keeping Aid II	9.54
11150 - Janitor	10.01
11210 - Laborer, Grounds Maintenance	10.41
11240 - Maid or Houseman	8.84
11270 - Pest Controller	12.12
11300 - Refuse Collector	10.01
11330 - Tractor Operator	11.86

11360 - Window Cleaner	10.28
12000 - Health Occupations	
12020 - Dental Assistant	14.38
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	15.05
12071 - Licensed Practical Nurse I	13.73
12072 - Licensed Practical Nurse II	15.40
12073 - Licensed Practical Nurse III	17.23
12100 - Medical Assistant	12.90
12130 - Medical Laboratory Technician	13.89
12160 - Medical Record Clerk	11.74
12190 - Medical Record Technician	14.14
12221 - Nursing Assistant I	8.75
12222 - Nursing Assistant II	9.84
12223 - Nursing Assistant III	10.73
12224 - Nursing Assistant IV	11.71
12250 - Pharmacy Technician	12.83
12280 - Phlebotomist	12.10
12311 - Registered Nurse I	16.73
12312 - Registered Nurse II	25.50
12313 - Registered Nurse II, Specialist	25.50
12314 - Registered Nurse III	30.49
12315 - Registered Nurse III, Anesthetist	30.49
12316 - Registered Nurse IV	31.00
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	16.91
13011 - Exhibits Specialist I	14.29
13012 - Exhibits Specialist II	17.69
13013 - Exhibits Specialist III	20.06
13041 - Illustrator I	15.26
13042 - Illustrator II	18.89
13043 - Illustrator III	21.42
13047 - Librarian	22.46
13050 - Library Technician	13.27
13071 - Photographer I	12.94
13072 - Photographer II	13.87
13073 - Photographer III	17.17
13074 - Photographer IV	20.92
13075 - Photographer V	25.30
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	8.18
15030 - Counter Attendant	8.18
15040 - Dry Cleaner	10.14
15070 - Finisher, Flatwork, Machine	8.18
15090 - Presser, Hand	8.18
15100 - Presser, Machine, Drycleaning	8.18
15130 - Presser, Machine, Shirts	8.18
15160 - Presser, Machine, Wearing Apparel, Laundry	8.18
15190 - Sewing Machine Operator	10.80
15220 - Tailor	11.46
15250 - Washer, Machine	8.88
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	16.58
19040 - Tool and Die Maker	22.00
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	17.23
21020 - Material Coordinator	17.40
21030 - Material Expediter	17.40
21040 - Material Handling Laborer	12.65
21050 - Order Filler	11.94
21071 - Forklift Operator	14.26
21080 - Production Line Worker (Food Processing)	14.51
21100 - Shipping/Receiving Clerk	13.53
21130 - Shipping Packer	13.56

21140 - Store Worker I	10.32
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	13.57
21210 - Tools and Parts Attendant	14.51
21400 - Warehouse Specialist	14.51
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	19.77
23040 - Aircraft Mechanic Helper	15.70
23050 - Aircraft Quality Control Inspector	21.74
23060 - Aircraft Servicer	17.94
23070 - Aircraft Worker	18.87
23100 - Appliance Mechanic	17.42
23120 - Bicycle Repairer	13.76
23125 - Cable Splicer	24.23
23130 - Carpenter, Maintenance	18.60
23140 - Carpet Layer	17.44
23160 - Electrician, Maintenance	24.42
23181 - Electronics Technician, Maintenance I	13.65
23182 - Electronics Technician, Maintenance II	20.42
23183 - Electronics Technician, Maintenance III	23.53
23260 - Fabric Worker	16.08
23290 - Fire Alarm System Mechanic	20.48
23310 - Fire Extinguisher Repairer	16.05
23340 - Fuel Distribution System Mechanic	21.08
23370 - General Maintenance Worker	15.85
23400 - Heating, Refrigeration and Air Conditioning Mechanic	17.77
23430 - Heavy Equipment Mechanic	19.22
23440 - Heavy Equipment Operator	20.73
23460 - Instrument Mechanic	20.48
23470 - Laborer	11.13
23500 - Locksmith	16.58
23530 - Machinery Maintenance Mechanic	20.05
23550 - Machinist, Maintenance	20.34
23580 - Maintenance Trades Helper	13.40
23640 - Millwright	21.08
23700 - Office Appliance Repairer	19.38
23740 - Painter, Aircraft	17.39
23760 - Painter, Maintenance	16.58
23790 - Pipefitter, Maintenance	23.49
23800 - Plumber, Maintenance	20.97
23820 - Pneudraulic Systems Mechanic	20.48
23850 - Rigger	21.08
23870 - Scale Mechanic	18.26
23890 - Sheet-Metal Worker, Maintenance	18.34
23910 - Small Engine Mechanic	15.85
23930 - Telecommunication Mechanic I	19.03
23931 - Telecommunication Mechanic II	19.95
23950 - Telephone Lineman	20.48
23960 - Welder, Combination, Maintenance	17.42
23965 - Well Driller	19.33
23970 - Woodcraft Worker	20.02
23980 - Woodworker	14.24
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.95
24580 - Child Care Center Clerk	13.04
24600 - Chore Aid	9.56
24630 - Homemaker	14.74
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	19.33
25040 - Sewage Plant Operator	18.16
25070 - Stationary Engineer	19.33
25190 - Ventilation Equipment Tender	14.65
25210 - Water Treatment Plant Operator	18.33
27000 - Protective Service Occupations	

(not set) - Police Officer	21.38
27004 - Alarm Monitor	14.91
27006 - Corrections Officer	19.56
27010 - Court Security Officer	20.23
27040 - Detention Officer	19.84
27070 - Firefighter	20.30
27101 - Guard I	10.58
27102 - Guard II	13.92
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	17.75
28020 - Hatch Tender	17.75
28030 - Line Handler	17.75
28040 - Stevedore I	16.16
28050 - Stevedore II	17.64
29000 - Technical Occupations	
21150 - Graphic Artist	18.88
29010 - Air Traffic Control Specialist, Center (2)	30.25
29011 - Air Traffic Control Specialist, Station (2)	20.86
29012 - Air Traffic Control Specialist, Terminal (2)	22.97
29023 - Archeological Technician I	13.24
29024 - Archeological Technician II	14.79
29025 - Archeological Technician III	18.30
29030 - Cartographic Technician	18.61
29035 - Computer Based Training (CBT) Specialist/ Instructor	22.87
29040 - Civil Engineering Technician	19.28
29061 - Drafter I	11.99
29062 - Drafter II	13.79
29063 - Drafter III	14.78
29064 - Drafter IV	18.30
29081 - Engineering Technician I	12.53
29082 - Engineering Technician II	14.08
29083 - Engineering Technician III	16.67
29084 - Engineering Technician IV	22.03
29085 - Engineering Technician V	28.27
29086 - Engineering Technician VI	31.42
29090 - Environmental Technician	18.48
29100 - Flight Simulator/Instructor (Pilot)	27.75
29160 - Instructor	21.86
29210 - Laboratory Technician	17.49
29240 - Mathematical Technician	18.87
29361 - Paralegal/Legal Assistant I	14.69
29362 - Paralegal/Legal Assistant II	20.92
29363 - Paralegal/Legal Assistant III	25.59
29364 - Paralegal/Legal Assistant IV	30.97
29390 - Photooptics Technician	18.87
29480 - Technical Writer	25.52
29491 - Unexploded Ordnance (UXO) Technician I	19.23
29492 - Unexploded Ordnance (UXO) Technician II	23.26
29493 - Unexploded Ordnance (UXO) Technician III	27.88
29494 - Unexploded (UXO) Safety Escort	19.23
29495 - Unexploded (UXO) Sweep Personnel	19.23
29620 - Weather Observer, Senior (3)	17.63
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	15.90
29622 - Weather Observer, Upper Air	15.90
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	15.37
31260 - Parking and Lot Attendant	9.18
31290 - Shuttle Bus Driver	11.64
31300 - Taxi Driver	9.68
31361 - Truckdriver, Light Truck	11.64
31362 - Truckdriver, Medium Truck	16.91
31363 - Truckdriver, Heavy Truck	17.67
31364 - Truckdriver, Tractor-Trailer	17.67

99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	9.62
99030 - Cashier	11.02
99041 - Carnival Equipment Operator	10.68
99042 - Carnival Equipment Repairer	11.34
99043 - Carnival Worker	8.70
99050 - Desk Clerk	10.45
99095 - Embalmer	18.43
99300 - Lifeguard	10.00
99310 - Mortician	18.61
99350 - Park Attendant (Aide)	12.69
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	10.59
99500 - Recreation Specialist	14.49
99510 - Recycling Worker	13.52
99610 - Sales Clerk	10.87
99620 - School Crossing Guard (Crosswalk Attendant)	11.01
99630 - Sport Official	10.10
99658 - Survey Party Chief (Chief of Party)	21.53
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	17.39
99660 - Surveying Aide	12.69
99690 - Swimming Pool Operator	15.85
99720 - Vending Machine Attendant	13.43
99730 - Vending Machine Repairer	15.85
99740 - Vending Machine Repairer Helper	13.43

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek,

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you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Under the policy and guidance contained in All Agency Memorandum No. 159, the wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of wage and Hour, issuance of a wage determination, incorporation of

the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or

disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

William W. Gross Division of
Director Wage Determinations

Wage Determination No.: 1994-2439
Revision No.: 23
Date of Last Revision: 08/09/2004

State: Oregon

Area: Oregon Counties of Benton, Coos, Crook, Curry, Deschutes, Douglas, Jackson, Jefferson, Josephine, Klamath, Lake, Lane, Lincoln, Linn

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	9.79
01012 - Accounting Clerk II	10.69
01013 - Accounting Clerk III	13.07
01014 - Accounting Clerk IV	14.62
01030 - Court Reporter	13.67
01050 - Dispatcher, Motor Vehicle	13.96
01060 - Document Preparation Clerk	10.41
01070 - Messenger (Courier)	9.77
01090 - Duplicating Machine Operator	10.41
01110 - Film/Tape Librarian	11.96
01115 - General Clerk I	8.59
01116 - General Clerk II	9.67
01117 - General Clerk III	11.54
01118 - General Clerk IV	12.96
01120 - Housing Referral Assistant	15.18
01131 - Key Entry Operator I	10.07
01132 - Key Entry Operator II	11.07
01191 - Order Clerk I	10.23
01192 - Order Clerk II	14.27
01261 - Personnel Assistant (Employment) I	10.69
01262 - Personnel Assistant (Employment) II	13.42
01263 - Personnel Assistant (Employment) III	14.69
01264 - Personnel Assistant (Employment) IV	16.07
01270 - Production Control Clerk	13.68
01290 - Rental Clerk	10.64
01300 - Scheduler, Maintenance	11.89
01311 - Secretary I	12.49
01312 - Secretary II	13.67
01313 - Secretary III	15.18
01314 - Secretary IV	16.80
01315 - Secretary V	18.62
01320 - Service Order Dispatcher	12.44
01341 - Stenographer I	11.81
01342 - Stenographer II	12.49
01400 - Supply Technician	16.80
01420 - Survey Worker (Interviewer)	12.77
01460 - Switchboard Operator-Receptionist	11.47
01510 - Test Examiner	13.67
01520 - Test Proctor	13.67
01531 - Travel Clerk I	10.87
01532 - Travel Clerk II	11.78

01533 - Travel Clerk III	12.67
01611 - Word Processor I	11.01
01612 - Word Processor II	12.35
01613 - Word Processor III	15.23
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	11.80
03041 - Computer Operator I	11.80
03042 - Computer Operator II	13.20
03043 - Computer Operator III	14.72
03044 - Computer Operator IV	16.35
03045 - Computer Operator V	18.11
03071 - Computer Programmer I (1)	13.33
03072 - Computer Programmer II (1)	16.53
03073 - Computer Programmer III (1)	20.22
03074 - Computer Programmer IV (1)	24.45
03101 - Computer Systems Analyst I (1)	22.05
03102 - Computer Systems Analyst II (1)	26.71
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	11.80
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	19.81
05010 - Automotive Glass Installer	14.30
05040 - Automotive Worker	14.63
05070 - Electrician, Automotive	15.35
05100 - Mobile Equipment Servicer	12.90
05130 - Motor Equipment Metal Mechanic	16.06
05160 - Motor Equipment Metal Worker	14.63
05190 - Motor Vehicle Mechanic	16.06
05220 - Motor Vehicle Mechanic Helper	12.16
05250 - Motor Vehicle Upholstery Worker	13.92
05280 - Motor Vehicle Wrecker	14.63
05310 - Painter, Automotive	16.51
05340 - Radiator Repair Specialist	14.63
05370 - Tire Repairer	11.59
05400 - Transmission Repair Specialist	16.06
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	8.37
07010 - Baker	11.23
07041 - Cook I	9.67
07042 - Cook II	10.72
07070 - Dishwasher	7.87
07130 - Meat Cutter	14.77
07250 - Waiter/Waitress	8.43
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	13.76
09040 - Furniture Handler	10.59
09070 - Furniture Refinisher	13.76
09100 - Furniture Refinisher Helper	11.14
09110 - Furniture Repairer, Minor	12.48
09130 - Upholsterer	13.76
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	8.98
11060 - Elevator Operator	8.98
11090 - Gardener	11.41
11121 - House Keeping Aid I	8.25
11122 - House Keeping Aid II	9.30
11150 - Janitor	9.69
11210 - Laborer, Grounds Maintenance	11.20
11240 - Maid or Houseman	8.25
11270 - Pest Controller	13.96
11300 - Refuse Collector	10.60
11330 - Tractor Operator	12.83
11360 - Window Cleaner	10.41

12000 - Health Occupations	
12020 - Dental Assistant	15.63
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	13.07
12071 - Licensed Practical Nurse I	12.12
12072 - Licensed Practical Nurse II	13.60
12073 - Licensed Practical Nurse III	15.21
12100 - Medical Assistant	13.73
12130 - Medical Laboratory Technician	13.73
12160 - Medical Record Clerk	11.23
12190 - Medical Record Technician	15.55
12221 - Nursing Assistant I	9.01
12222 - Nursing Assistant II	10.12
12223 - Nursing Assistant III	11.05
12224 - Nursing Assistant IV	12.39
12250 - Pharmacy Technician	12.41
12280 - Phlebotomist	13.59
12311 - Registered Nurse I	17.34
12312 - Registered Nurse II	21.21
12313 - Registered Nurse II, Specialist	21.21
12314 - Registered Nurse III	25.67
12315 - Registered Nurse III, Anesthetist	25.67
12316 - Registered Nurse IV	30.75
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	20.20
13011 - Exhibits Specialist I	16.30
13012 - Exhibits Specialist II	19.44
13013 - Exhibits Specialist III	22.55
13041 - Illustrator I	16.30
13042 - Illustrator II	19.37
13043 - Illustrator III	22.35
13047 - Librarian	20.65
13050 - Library Technician	14.75
13071 - Photographer I	13.28
13072 - Photographer II	15.17
13073 - Photographer III	17.67
13074 - Photographer IV	20.32
13075 - Photographer V	24.60
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	7.88
15030 - Counter Attendant	7.88
15040 - Dry Cleaner	10.25
15070 - Finisher, Flatwork, Machine	8.43
15090 - Presser, Hand	8.43
15100 - Presser, Machine, Drycleaning	8.43
15130 - Presser, Machine, Shirts	8.43
15160 - Presser, Machine, Wearing Apparel, Laundry	8.43
15190 - Sewing Machine Operator	11.06
15220 - Tailor	11.79
15250 - Washer, Machine	8.67
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	15.77
19040 - Tool and Die Maker	20.83
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	14.31
21020 - Material Coordinator	14.61
21030 - Material Expediter	14.61
21040 - Material Handling Laborer	12.69
21050 - Order Filler	11.03
21071 - Forklift Operator	13.75
21080 - Production Line Worker (Food Processing)	13.55
21100 - Shipping/Receiving Clerk	11.33
21130 - Shipping Packer	11.33
21140 - Store Worker I	10.51

21150 - Stock Clerk (Shelf Stocker; Store Worker II)	13.61
21210 - Tools and Parts Attendant	13.55
21400 - Warehouse Specialist	13.55
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	19.08
23040 - Aircraft Mechanic Helper	13.66
23050 - Aircraft Quality Control Inspector	19.92
23060 - Aircraft Servicer	16.54
23070 - Aircraft Worker	17.09
23100 - Appliance Mechanic	15.36
23120 - Bicycle Repairer	11.43
23125 - Cable Splicer	21.04
23130 - Carpenter, Maintenance	15.91
23140 - Carpet Layer	14.81
23160 - Electrician, Maintenance	21.63
23181 - Electronics Technician, Maintenance I	18.85
23182 - Electronics Technician, Maintenance II	20.67
23183 - Electronics Technician, Maintenance III	21.64
23260 - Fabric Worker	16.10
23290 - Fire Alarm System Mechanic	19.44
23310 - Fire Extinguisher Repairer	15.10
23340 - Fuel Distribution System Mechanic	17.67
23370 - General Maintenance Worker	13.83
23400 - Heating, Refrigeration and Air Conditioning Mechanic	16.78
23430 - Heavy Equipment Mechanic	19.40
23440 - Heavy Equipment Operator	19.68
23460 - Instrument Mechanic	19.08
23470 - Laborer	10.73
23500 - Locksmith	18.09
23530 - Machinery Maintenance Mechanic	17.70
23550 - Machinist, Maintenance	16.61
23580 - Maintenance Trades Helper	11.14
23640 - Millwright	21.04
23700 - Office Appliance Repairer	18.09
23740 - Painter, Aircraft	18.03
23760 - Painter, Maintenance	13.73
23790 - Pipefitter, Maintenance	21.04
23800 - Plumber, Maintenance	19.60
23820 - Pneudraulic Systems Mechanic	19.08
23850 - Rigger	19.08
23870 - Scale Mechanic	17.09
23890 - Sheet-Metal Worker, Maintenance	17.59
23910 - Small Engine Mechanic	15.86
23930 - Telecommunication Mechanic I	17.42
23931 - Telecommunication Mechanic II	18.19
23950 - Telephone Lineman	19.08
23960 - Welder, Combination, Maintenance	14.40
23965 - Well Driller	19.08
23970 - Woodcraft Worker	19.08
23980 - Woodworker	13.56
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.29
24580 - Child Care Center Clerk	11.58
24600 - Chore Aid	8.71
24630 - Homemaker	15.76
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	19.16
25040 - Sewage Plant Operator	19.11
25070 - Stationary Engineer	19.16
25190 - Ventilation Equipment Tender	14.11
25210 - Water Treatment Plant Operator	19.11
27000 - Protective Service Occupations	
(not set) - Police Officer	22.86

27004 - Alarm Monitor	15.75
27006 - Corrections Officer	19.42
27010 - Court Security Officer	19.42
27040 - Detention Officer	19.42
27070 - Firefighter	20.00
27101 - Guard I	9.14
27102 - Guard II	13.71
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	15.77
28020 - Hatch Tender	15.77
28030 - Line Handler	15.77
28040 - Stevedore I	13.65
28050 - Stevedore II	16.54
29000 - Technical Occupations	
21150 - Graphic Artist	18.41
29010 - Air Traffic Control Specialist, Center (2)	29.93
29011 - Air Traffic Control Specialist, Station (2)	20.63
29012 - Air Traffic Control Specialist, Terminal (2)	22.72
29023 - Archeological Technician I	15.98
29024 - Archeological Technician II	17.91
29025 - Archeological Technician III	22.15
29030 - Cartographic Technician	21.51
29035 - Computer Based Training (CBT) Specialist/ Instructor	22.05
29040 - Civil Engineering Technician	20.99
29061 - Drafter I	12.35
29062 - Drafter II	15.38
29063 - Drafter III	18.08
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29081 - Engineering Technician I	12.55
29082 - Engineering Technician II	15.70
29083 - Engineering Technician III	18.44
29084 - Engineering Technician IV	21.42
29085 - Engineering Technician V	26.20
29086 - Engineering Technician VI	31.70
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29494 - Unexploded (UXO) Safety Escort	19.02
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99310 - Mortician	19.02
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99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.99
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99510 - Recycling Worker	10.34
99610 - Sales Clerk	10.91
99620 - School Crossing Guard (Crosswalk Attendant)	9.32
99630 - Sport Official	9.99
99658 - Survey Party Chief (Chief of Party)	19.11
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- 3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic

rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance

operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The

relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

William W. Gross Division of
Director Wage Determinations

Wage Determination No.: 1994-2333
Revision No.: 25
Date of Last Revision: 09/15/2004

States: California, Nevada

Area: California Counties of Lassen, Mono
Nevada - All Counties except : Clark, Esmeralda, Lincoln, Nye

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	11.44
01012 - Accounting Clerk II	12.49
01013 - Accounting Clerk III	13.70
01014 - Accounting Clerk IV	15.90
01030 - Court Reporter	16.07
01050 - Dispatcher, Motor Vehicle	16.24
01060 - Document Preparation Clerk	12.39
01070 - Messenger (Courier)	9.85
01090 - Duplicating Machine Operator	13.19
01110 - Film/Tape Librarian	13.03
01115 - General Clerk I	10.45
01116 - General Clerk II	11.77
01117 - General Clerk III	12.29
01118 - General Clerk IV	13.81
01120 - Housing Referral Assistant	17.84
01131 - Key Entry Operator I	11.63
01132 - Key Entry Operator II	13.59
01191 - Order Clerk I	11.92
01192 - Order Clerk II	14.10
01261 - Personnel Assistant (Employment) I	12.05
01262 - Personnel Assistant (Employment) II	13.40
01263 - Personnel Assistant (Employment) III	14.36
01264 - Personnel Assistant (Employment) IV	16.72
01270 - Production Control Clerk	16.01
01290 - Rental Clerk	11.44
01300 - Scheduler, Maintenance	14.04
01311 - Secretary I	14.04
01312 - Secretary II	15.59
01313 - Secretary III	17.84
01314 - Secretary IV	18.65
01315 - Secretary V	20.66
01320 - Service Order Dispatcher	14.69
01341 - Stenographer I	12.90
01342 - Stenographer II	14.48
01400 - Supply Technician	18.65
01420 - Survey Worker (Interviewer)	13.90
01460 - Switchboard Operator-Receptionist	11.13
01510 - Test Examiner	14.76
01520 - Test Proctor	14.76
01531 - Travel Clerk I	10.94
01532 - Travel Clerk II	11.49

01533 - Travel Clerk III	12.02
01611 - Word Processor I	12.63
01612 - Word Processor II	14.15
01613 - Word Processor III	15.36
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	12.87
03041 - Computer Operator I	11.15
03042 - Computer Operator II	14.22
03043 - Computer Operator III	16.49
03044 - Computer Operator IV	18.35
03045 - Computer Operator V	20.32
03071 - Computer Programmer I (1)	15.27
03072 - Computer Programmer II (1)	18.94
03073 - Computer Programmer III (1)	23.67
03074 - Computer Programmer IV (1)	27.23
03101 - Computer Systems Analyst I (1)	25.40
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	11.15
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	21.58
05010 - Automotive Glass Installer	17.84
05040 - Automotive Worker	17.84
05070 - Electrician, Automotive	19.19
05100 - Mobile Equipment Servicer	15.74
05130 - Motor Equipment Metal Mechanic	19.19
05160 - Motor Equipment Metal Worker	17.84
05190 - Motor Vehicle Mechanic	19.73
05220 - Motor Vehicle Mechanic Helper	15.74
05250 - Motor Vehicle Upholstery Worker	17.84
05280 - Motor Vehicle Wrecker	17.84
05310 - Painter, Automotive	18.61
05340 - Radiator Repair Specialist	17.84
05370 - Tire Repairer	13.42
05400 - Transmission Repair Specialist	19.19
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	9.10
07010 - Baker	12.24
07041 - Cook I	10.83
07042 - Cook II	11.74
07070 - Dishwasher	8.06
07130 - Meat Cutter	12.98
07250 - Waiter/Waitress	7.15
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	17.26
09040 - Furniture Handler	13.89
09070 - Furniture Refinisher	17.26
09100 - Furniture Refinisher Helper	13.89
09110 - Furniture Repairer, Minor	15.55
09130 - Upholsterer	15.74
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	8.64
11060 - Elevator Operator	9.33
11090 - Gardener	12.29
11121 - House Keeping Aid I	8.39
11122 - House Keeping Aid II	9.05
11150 - Janitor	9.33
11210 - Laborer, Grounds Maintenance	10.22
11240 - Maid or Houseman	8.39
11270 - Pest Controller	12.01
11300 - Refuse Collector	10.26
11330 - Tractor Operator	11.76
11360 - Window Cleaner	9.94

12000 - Health Occupations	
12020 - Dental Assistant	14.06
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.93
12071 - Licensed Practical Nurse I	13.33
12072 - Licensed Practical Nurse II	14.96
12073 - Licensed Practical Nurse III	16.73
12100 - Medical Assistant	13.60
12130 - Medical Laboratory Technician	14.96
12160 - Medical Record Clerk	12.36
12190 - Medical Record Technician	14.31
12221 - Nursing Assistant I	8.68
12222 - Nursing Assistant II	9.75
12223 - Nursing Assistant III	10.65
12224 - Nursing Assistant IV	11.94
12250 - Pharmacy Technician	13.59
12280 - Phlebotomist	12.49
12311 - Registered Nurse I	18.19
12312 - Registered Nurse II	25.59
12313 - Registered Nurse II, Specialist	25.59
12314 - Registered Nurse III	26.95
12315 - Registered Nurse III, Anesthetist	26.95
12316 - Registered Nurse IV	32.29
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	18.39
13011 - Exhibits Specialist I	15.99
13012 - Exhibits Specialist II	18.83
13013 - Exhibits Specialist III	24.22
13041 - Illustrator I	15.99
13042 - Illustrator II	18.83
13043 - Illustrator III	24.22
13047 - Librarian	23.43
13050 - Library Technician	13.26
13071 - Photographer I	14.37
13072 - Photographer II	15.27
13073 - Photographer III	18.88
13074 - Photographer IV	23.12
13075 - Photographer V	27.95
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	8.18
15030 - Counter Attendant	8.18
15040 - Dry Cleaner	10.49
15070 - Finisher, Flatwork, Machine	8.18
15090 - Presser, Hand	8.18
15100 - Presser, Machine, Drycleaning	8.72
15130 - Presser, Machine, Shirts	8.18
15160 - Presser, Machine, Wearing Apparel, Laundry	8.18
15190 - Sewing Machine Operator	11.26
15220 - Tailor	11.77
15250 - Washer, Machine	8.95
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	15.83
19040 - Tool and Die Maker	18.84
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	17.88
21020 - Material Coordinator	13.76
21030 - Material Expediter	16.01
21040 - Material Handling Laborer	11.85
21050 - Order Filler	13.02
21071 - Forklift Operator	16.56
21080 - Production Line Worker (Food Processing)	14.38
21100 - Shipping/Receiving Clerk	13.07
21130 - Shipping Packer	13.07
21140 - Store Worker I	11.04

21150 - Stock Clerk (Shelf Stocker; Store Worker II)	14.01
21210 - Tools and Parts Attendant	16.56
21400 - Warehouse Specialist	14.38
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	20.74
23040 - Aircraft Mechanic Helper	16.02
23050 - Aircraft Quality Control Inspector	21.56
23060 - Aircraft Servicer	17.94
23070 - Aircraft Worker	18.91
23100 - Appliance Mechanic	15.74
23120 - Bicycle Repairer	13.42
23125 - Cable Splicer	21.81
23130 - Carpenter, Maintenance	21.33
23140 - Carpet Layer	17.97
23160 - Electrician, Maintenance	20.78
23181 - Electronics Technician, Maintenance I	13.88
23182 - Electronics Technician, Maintenance II	19.13
23183 - Electronics Technician, Maintenance III	21.04
23260 - Fabric Worker	16.81
23290 - Fire Alarm System Mechanic	20.43
23310 - Fire Extinguisher Repairer	16.34
23340 - Fuel Distribution System Mechanic	20.43
23370 - General Maintenance Worker	16.01
23400 - Heating, Refrigeration and Air Conditioning Mechanic	19.89
23430 - Heavy Equipment Mechanic	19.82
23440 - Heavy Equipment Operator	22.53
23460 - Instrument Mechanic	20.43
23470 - Laborer	10.13
23500 - Locksmith	17.26
23530 - Machinery Maintenance Mechanic	21.84
23550 - Machinist, Maintenance	20.48
23580 - Maintenance Trades Helper	14.16
23640 - Millwright	19.78
23700 - Office Appliance Repairer	19.41
23740 - Painter, Aircraft	19.41
23760 - Painter, Maintenance	16.42
23790 - Pipefitter, Maintenance	21.68
23800 - Plumber, Maintenance	21.07
23820 - Pneudraulic Systems Mechanic	20.43
23850 - Rigger	20.43
23870 - Scale Mechanic	18.39
23890 - Sheet-Metal Worker, Maintenance	19.78
23910 - Small Engine Mechanic	15.07
23930 - Telecommunication Mechanic I	19.49
23931 - Telecommunication Mechanic II	20.56
23950 - Telephone Lineman	19.78
23960 - Welder, Combination, Maintenance	16.93
23965 - Well Driller	20.43
23970 - Woodcraft Worker	20.43
23980 - Woodworker	16.12
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.95
24580 - Child Care Center Clerk	13.60
24600 - Chore Aid	8.27
24630 - Homemaker	15.16
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	20.55
25040 - Sewage Plant Operator	20.67
25070 - Stationary Engineer	20.55
25190 - Ventilation Equipment Tender	15.41
25210 - Water Treatment Plant Operator	20.77
27000 - Protective Service Occupations	
(not set) - Police Officer	27.53

27004 - Alarm Monitor	13.55
27006 - Corrections Officer	23.14
27010 - Court Security Officer	23.16
27040 - Detention Officer	23.14
27070 - Firefighter	18.27
27101 - Guard I	9.83
27102 - Guard II	13.55
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	16.45
28020 - Hatch Tender	16.45
28030 - Line Handler	16.45
28040 - Stevedore I	14.31
28050 - Stevedore II	17.14
29000 - Technical Occupations	
21150 - Graphic Artist	18.12
29010 - Air Traffic Control Specialist, Center (2)	30.50
29011 - Air Traffic Control Specialist, Station (2)	21.03
29012 - Air Traffic Control Specialist, Terminal (2)	23.16
29023 - Archeological Technician I	14.28
29024 - Archeological Technician II	15.98
29025 - Archeological Technician III	18.00
29030 - Cartographic Technician	18.00
29035 - Computer Based Training (CBT) Specialist/ Instructor	24.30
29040 - Civil Engineering Technician	18.78
29061 - Drafter I	13.43
29062 - Drafter II	15.05
29063 - Drafter III	15.99
29064 - Drafter IV	18.00
29081 - Engineering Technician I	14.35
29082 - Engineering Technician II	16.11
29083 - Engineering Technician III	18.03
29084 - Engineering Technician IV	22.32
29085 - Engineering Technician V	27.32
29086 - Engineering Technician VI	33.06
29090 - Environmental Technician	16.12
29100 - Flight Simulator/Instructor (Pilot)	27.62
29160 - Instructor	19.24
29210 - Laboratory Technician	13.84
29240 - Mathematical Technician	16.12
29361 - Paralegal/Legal Assistant I	15.17
29362 - Paralegal/Legal Assistant II	18.80
29363 - Paralegal/Legal Assistant III	21.51
29364 - Paralegal/Legal Assistant IV	28.46
29390 - Photooptics Technician	18.00
29480 - Technical Writer	22.06
29491 - Unexploded Ordnance (UXO) Technician I	19.38
29492 - Unexploded Ordnance (UXO) Technician II	23.45
29493 - Unexploded Ordnance (UXO) Technician III	28.11
29494 - Unexploded (UXO) Safety Escort	19.38
29495 - Unexploded (UXO) Sweep Personnel	19.38
29620 - Weather Observer, Senior (3)	19.18
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	14.43
29622 - Weather Observer, Upper Air (3)	14.43
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	13.88
31260 - Parking and Lot Attendant	8.75
31290 - Shuttle Bus Driver	14.73
31300 - Taxi Driver	10.73
31361 - Truckdriver, Light Truck	14.95
31362 - Truckdriver, Medium Truck	16.52
31363 - Truckdriver, Heavy Truck	18.89
31364 - Truckdriver, Tractor-Trailer	18.89
99000 - Miscellaneous Occupations	

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99020 - Animal Caretaker	9.25
99030 - Cashier	9.36
99041 - Carnival Equipment Operator	8.83
99042 - Carnival Equipment Repairer	9.23
99043 - Carnival Worker	6.89
99050 - Desk Clerk	9.95
99095 - Embalmer	19.38
99300 - Lifeguard	11.84
99310 - Mortician	11.40
99350 - Park Attendant (Aide)	14.66
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	10.57
99500 - Recreation Specialist	12.56
99510 - Recycling Worker	8.92
99610 - Sales Clerk	11.40
99620 - School Crossing Guard (Crosswalk Attendant)	12.32
99630 - Sport Official	11.47
99658 - Survey Party Chief (Chief of Party)	17.29
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	11.66
99660 - Surveying Aide	12.67
99690 - Swimming Pool Operator	13.28
99720 - Vending Machine Attendant	11.71
99730 - Vending Machine Repairer	13.28
99740 - Vending Machine Repairer Helper	11.71

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.59 an hour or \$103.60 a week or \$448.93 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic

rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance

operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

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REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

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- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

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REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

William W. Gross Division of
Director Wage Determinations

Wage Determination No.: 1994-2331
Revision No.: 25
Date of Last Revision: 12/16/2004

States: Arizona, Nevada

Area: Arizona County of Mohave
Nevada Counties of Clark, Esmeralda, Lincoln, Nye

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	10.03
01012 - Accounting Clerk II	11.26
01013 - Accounting Clerk III	13.46
01014 - Accounting Clerk IV	15.48
01030 - Court Reporter	15.10
01050 - Dispatcher, Motor Vehicle	13.72
01060 - Document Preparation Clerk	11.09
01070 - Messenger (Courier)	10.40
01090 - Duplicating Machine Operator	11.09
01110 - Film/Tape Librarian	12.01
01115 - General Clerk I	9.01
01116 - General Clerk II	10.63
01117 - General Clerk III	12.82
01118 - General Clerk IV	13.75
01120 - Housing Referral Assistant	15.92
01131 - Key Entry Operator I	10.55
01132 - Key Entry Operator II	14.69
01191 - Order Clerk I	11.36
01192 - Order Clerk II	12.56
01261 - Personnel Assistant (Employment) I	12.60
01262 - Personnel Assistant (Employment) II	13.58
01263 - Personnel Assistant (Employment) III	14.03
01264 - Personnel Assistant (Employment) IV	16.97
01270 - Production Control Clerk	14.67
01290 - Rental Clerk	12.09
01300 - Scheduler, Maintenance	13.54
01311 - Secretary I	13.54
01312 - Secretary II	14.12
01313 - Secretary III	15.87
01314 - Secretary IV	19.00
01315 - Secretary V	23.00
01320 - Service Order Dispatcher	12.79
01341 - Stenographer I	12.90
01342 - Stenographer II	13.89
01400 - Supply Technician	19.06
01420 - Survey Worker (Interviewer)	11.98
01460 - Switchboard Operator-Receptionist	11.36
01510 - Test Examiner	14.00
01520 - Test Proctor	14.12
01531 - Travel Clerk I	11.22
01532 - Travel Clerk II	11.91

01533 - Travel Clerk III	12.77
01611 - Word Processor I	12.27
01612 - Word Processor II	13.95
01613 - Word Processor III	15.59
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	15.83
03041 - Computer Operator I	14.08
03042 - Computer Operator II	16.07
03043 - Computer Operator III	16.85
03044 - Computer Operator IV	18.67
03045 - Computer Operator V	20.67
03071 - Computer Programmer I (1)	18.01
03072 - Computer Programmer II (1)	22.40
03073 - Computer Programmer III (1)	27.62
03074 - Computer Programmer IV (1)	24.16
03101 - Computer Systems Analyst I (1)	26.51
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	15.83
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	19.22
05010 - Automotive Glass Installer	17.87
05040 - Automotive Worker	17.87
05070 - Electrician, Automotive	18.45
05100 - Mobile Equipment Servicer	16.33
05130 - Motor Equipment Metal Mechanic	19.22
05160 - Motor Equipment Metal Worker	17.87
05190 - Motor Vehicle Mechanic	18.74
05220 - Motor Vehicle Mechanic Helper	15.57
05250 - Motor Vehicle Upholstery Worker	17.11
05280 - Motor Vehicle Wrecker	17.87
05310 - Painter, Automotive	18.45
05340 - Radiator Repair Specialist	17.87
05370 - Tire Repairer	15.78
05400 - Transmission Repair Specialist	19.22
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	10.24
07010 - Baker	13.61
07041 - Cook I	12.49
07042 - Cook II	13.61
07070 - Dishwasher	10.24
07130 - Meat Cutter	16.52
07250 - Waiter/Waitress	10.74
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	18.45
09040 - Furniture Handler	14.79
09070 - Furniture Refinisher	16.46
09100 - Furniture Refinisher Helper	15.57
09110 - Furniture Repairer, Minor	17.11
09130 - Upholsterer	15.48
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	10.24
11060 - Elevator Operator	10.24
11090 - Gardener	12.49
11121 - House Keeping Aid I	10.09
11122 - House Keeping Aid II	10.62
11150 - Janitor	10.61
11210 - Laborer, Grounds Maintenance	11.28
11240 - Maid or Houseman	10.09
11270 - Pest Controller	13.99
11300 - Refuse Collector	11.27
11330 - Tractor Operator	11.87
11360 - Window Cleaner	11.13

12000 - Health Occupations	
12020 - Dental Assistant	15.82
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	15.67
12071 - Licensed Practical Nurse I	13.37
12072 - Licensed Practical Nurse II	15.03
12073 - Licensed Practical Nurse III	16.81
12100 - Medical Assistant	12.40
12130 - Medical Laboratory Technician	14.43
12160 - Medical Record Clerk	10.57
12190 - Medical Record Technician	13.54
12221 - Nursing Assistant I	8.73
12222 - Nursing Assistant II	9.81
12223 - Nursing Assistant III	10.70
12224 - Nursing Assistant IV	11.99
12250 - Pharmacy Technician	12.20
12280 - Phlebotomist	13.81
12311 - Registered Nurse I	18.70
12312 - Registered Nurse II	22.89
12313 - Registered Nurse II, Specialist	22.89
12314 - Registered Nurse III	27.69
12315 - Registered Nurse III, Anesthetist	27.69
12316 - Registered Nurse IV	33.19
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	21.77
13011 - Exhibits Specialist I	19.56
13012 - Exhibits Specialist II	23.86
13013 - Exhibits Specialist III	25.05
13041 - Illustrator I	18.65
13042 - Illustrator II	23.13
13043 - Illustrator III	25.52
13047 - Librarian	24.95
13050 - Library Technician	14.06
13071 - Photographer I	13.94
13072 - Photographer II	15.77
13073 - Photographer III	19.25
13074 - Photographer IV	23.47
13075 - Photographer V	28.48
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	9.91
15030 - Counter Attendant	9.91
15040 - Dry Cleaner	12.83
15070 - Finisher, Flatwork, Machine	9.91
15090 - Presser, Hand	9.91
15100 - Presser, Machine, Drycleaning	9.90
15130 - Presser, Machine, Shirts	9.91
15160 - Presser, Machine, Wearing Apparel, Laundry	9.91
15190 - Sewing Machine Operator	13.80
15220 - Tailor	14.77
15250 - Washer, Machine	10.88
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	18.93
19040 - Tool and Die Maker	21.88
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	17.96
21020 - Material Coordinator	15.79
21030 - Material Expediter	14.67
21040 - Material Handling Laborer	11.36
21050 - Order Filler	13.11
21071 - Forklift Operator	14.94
21080 - Production Line Worker (Food Processing)	15.09
21100 - Shipping/Receiving Clerk	13.32
21130 - Shipping Packer	14.22
21140 - Store Worker I	13.28

21150 - Stock Clerk (Shelf Stocker; Store Worker II)	16.59
21210 - Tools and Parts Attendant	15.14
21400 - Warehouse Specialist	15.14
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	19.94
23040 - Aircraft Mechanic Helper	16.15
23050 - Aircraft Quality Control Inspector	20.74
23060 - Aircraft Servicer	17.75
23070 - Aircraft Worker	18.54
23100 - Appliance Mechanic	18.45
23120 - Bicycle Repairer	15.78
23125 - Cable Splicer	26.74
23130 - Carpenter, Maintenance	19.44
23140 - Carpet Layer	20.89
23160 - Electrician, Maintenance	22.43
23181 - Electronics Technician, Maintenance I	17.28
23182 - Electronics Technician, Maintenance II	23.20
23183 - Electronics Technician, Maintenance III	25.55
23260 - Fabric Worker	17.22
23290 - Fire Alarm System Mechanic	19.22
23310 - Fire Extinguisher Repairer	16.33
23340 - Fuel Distribution System Mechanic	21.14
23370 - General Maintenance Worker	17.87
23400 - Heating, Refrigeration and Air Conditioning Mechanic	19.22
23430 - Heavy Equipment Mechanic	20.82
23440 - Heavy Equipment Operator	23.58
23460 - Instrument Mechanic	21.14
23470 - Laborer	11.36
23500 - Locksmith	19.06
23530 - Machinery Maintenance Mechanic	22.96
23550 - Machinist, Maintenance	19.22
23580 - Maintenance Trades Helper	18.96
23640 - Millwright	19.17
23700 - Office Appliance Repairer	18.88
23740 - Painter, Aircraft	22.10
23760 - Painter, Maintenance	21.22
23790 - Pipefitter, Maintenance	21.69
23800 - Plumber, Maintenance	21.03
23820 - Pneudraulic Systems Mechanic	18.12
23850 - Rigger	21.74
23870 - Scale Mechanic	17.97
23890 - Sheet-Metal Worker, Maintenance	22.91
23910 - Small Engine Mechanic	17.87
23930 - Telecommunication Mechanic I	20.63
23931 - Telecommunication Mechanic II	24.33
23950 - Telephone Lineman	20.63
23960 - Welder, Combination, Maintenance	19.22
23965 - Well Driller	20.63
23970 - Woodcraft Worker	19.72
23980 - Woodworker	16.81
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.74
24580 - Child Care Center Clerk	17.75
24600 - Chore Aid	9.73
24630 - Homemaker	19.78
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	21.14
25040 - Sewage Plant Operator	23.80
25070 - Stationary Engineer	21.14
25190 - Ventilation Equipment Tender	17.11
25210 - Water Treatment Plant Operator	23.80
27000 - Protective Service Occupations	
(not set) - Police Officer	23.83

27004 - Alarm Monitor	16.72
27006 - Corrections Officer	22.31
27010 - Court Security Officer	20.03
27040 - Detention Officer	22.31
27070 - Firefighter	18.05
27101 - Guard I	10.65
27102 - Guard II	17.88
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	19.93
28020 - Hatch Tender	19.93
28030 - Line Handler	19.95
28040 - Stevedore I	17.39
28050 - Stevedore II	20.74
29000 - Technical Occupations	
21150 - Graphic Artist	23.68
29010 - Air Traffic Control Specialist, Center (2)	30.50
29011 - Air Traffic Control Specialist, Station (2)	21.03
29012 - Air Traffic Control Specialist, Terminal (2)	23.16
29023 - Archeological Technician I	14.61
29024 - Archeological Technician II	16.33
29025 - Archeological Technician III	20.29
29030 - Cartographic Technician	23.66
29035 - Computer Based Training (CBT) Specialist/ Instructor	24.16
29040 - Civil Engineering Technician	22.64
29061 - Drafter I	15.60
29062 - Drafter II	18.01
29063 - Drafter III	20.29
29064 - Drafter IV	24.86
29081 - Engineering Technician I	14.00
29082 - Engineering Technician II	16.87
29083 - Engineering Technician III	23.33
29084 - Engineering Technician IV	24.00
29085 - Engineering Technician V	28.41
29086 - Engineering Technician VI	34.46
29090 - Environmental Technician	19.85
29100 - Flight Simulator/Instructor (Pilot)	27.17
29160 - Instructor	20.85
29210 - Laboratory Technician	19.66
29240 - Mathematical Technician	21.81
29361 - Paralegal/Legal Assistant I	16.75
29362 - Paralegal/Legal Assistant II	17.94
29363 - Paralegal/Legal Assistant III	22.39
29364 - Paralegal/Legal Assistant IV	27.06
29390 - Photooptics Technician	22.48
29480 - Technical Writer	20.85
29491 - Unexploded Ordnance (UXO) Technician I	19.38
29492 - Unexploded Ordnance (UXO) Technician II	23.45
29493 - Unexploded Ordnance (UXO) Technician III	28.11
29494 - Unexploded (UXO) Safety Escort	19.38
29495 - Unexploded (UXO) Sweep Personnel	19.38
29620 - Weather Observer, Senior (3)	18.77
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	16.92
29622 - Weather Observer, Upper Air (3)	16.92
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	15.32
31260 - Parking and Lot Attendant	11.11
31290 - Shuttle Bus Driver	15.69
31300 - Taxi Driver	12.92
31361 - Truckdriver, Light Truck	13.55
31362 - Truckdriver, Medium Truck	15.32
31363 - Truckdriver, Heavy Truck	17.20
31364 - Truckdriver, Tractor-Trailer	17.20
99000 - Miscellaneous Occupations	

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99020 - Animal Caretaker	11.36
99030 - Cashier	10.29
99041 - Carnival Equipment Operator	11.87
99042 - Carnival Equipment Repairer	12.49
99043 - Carnival Worker	10.24
99050 - Desk Clerk	12.74
99095 - Embalmer	18.23
99300 - Lifeguard	11.17
99310 - Mortician	19.03
99350 - Park Attendant (Aide)	14.09
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	11.17
99500 - Recreation Specialist	13.62
99510 - Recycling Worker	13.06
99610 - Sales Clerk	11.42
99620 - School Crossing Guard (Crosswalk Attendant)	10.65
99630 - Sport Official	11.17
99658 - Survey Party Chief (Chief of Party)	26.47
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	20.65
99660 - Surveying Aide	15.06
99690 - Swimming Pool Operator	15.10
99720 - Vending Machine Attendant	11.45
99730 - Vending Machine Repairer	16.65
99740 - Vending Machine Repairer Helper	14.49

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.59 an hour or \$103.60 a week or \$448.93 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic

rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance

operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The

relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

William W. Gross Division of
Director Wage Determinations

Wage Determination No.: 1994-2235
Revision No.: 27
Date of Last Revision: 08/05/2004

States: Arkansas, Louisiana, Texas

Area: Arkansas Counties of Columbia, Hempstead, Howard, Lafayette, Little River,
Miller, Nevada, Sevier
Louisiana Parishes of Bienville, Bossier, Caddo, Claiborne, De Soto, East Carroll,
Jackson, Lincoln, Madison, Morehouse, Ouachita, Red River, Richland, Union, Webster,
West Carroll
Texas Counties of Bowie, Camp, Cass, Cherokee, Franklin, Gregg, Harrison, Marion,
Morris, Panola, Red River, Rusk, Titus, Upshur

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE

MINIMUM WAGE RATE

01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	10.61
01012 - Accounting Clerk II	11.70
01013 - Accounting Clerk III	13.90
01014 - Accounting Clerk IV	15.41
01030 - Court Reporter	17.04
01050 - Dispatcher, Motor Vehicle	14.23
01060 - Document Preparation Clerk	9.65
01070 - Messenger (Courier)	8.39
01090 - Duplicating Machine Operator	9.65
01110 - Film/Tape Librarian	10.13
01115 - General Clerk I	8.66
01116 - General Clerk II	9.75
01117 - General Clerk III	11.14
01118 - General Clerk IV	12.38
01120 - Housing Referral Assistant	14.44
01131 - Key Entry Operator I	9.85
01132 - Key Entry Operator II	10.75
01191 - Order Clerk I	10.43
01192 - Order Clerk II	12.07
01261 - Personnel Assistant (Employment) I	11.35
01262 - Personnel Assistant (Employment) II	12.88
01263 - Personnel Assistant (Employment) III	13.97
01264 - Personnel Assistant (Employment) IV	15.66
01270 - Production Control Clerk	13.54
01290 - Rental Clerk	10.13
01300 - Scheduler, Maintenance	10.80
01311 - Secretary I	10.80
01312 - Secretary II	12.88
01313 - Secretary III	14.44
01314 - Secretary IV	16.02
01315 - Secretary V	17.77
01320 - Service Order Dispatcher	11.94
01341 - Stenographer I	13.10
01342 - Stenographer II	14.23
01400 - Supply Technician	16.02

01420 - Survey Worker (Interviewer)	12.63
01460 - Switchboard Operator-Receptionist	8.78
01510 - Test Examiner	12.88
01520 - Test Proctor	12.88
01531 - Travel Clerk I	9.70
01532 - Travel Clerk II	10.27
01533 - Travel Clerk III	10.78
01611 - Word Processor I	10.05
01612 - Word Processor II	12.41
01613 - Word Processor III	13.78
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	9.99
03041 - Computer Operator I	12.63
03042 - Computer Operator II	13.68
03043 - Computer Operator III	17.28
03044 - Computer Operator IV	18.47
03045 - Computer Operator V	20.16
03071 - Computer Programmer I (1)	15.58
03072 - Computer Programmer II (1)	18.06
03073 - Computer Programmer III (1)	24.06
03074 - Computer Programmer IV (1)	26.21
03101 - Computer Systems Analyst I (1)	24.82
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	12.63
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	19.01
05010 - Automotive Glass Installer	16.26
05040 - Automotive Worker	16.26
05070 - Electrician, Automotive	18.06
05100 - Mobile Equipment Servicer	14.83
05130 - Motor Equipment Metal Mechanic	19.01
05160 - Motor Equipment Metal Worker	16.26
05190 - Motor Vehicle Mechanic	19.01
05220 - Motor Vehicle Mechanic Helper	13.88
05250 - Motor Vehicle Upholstery Worker	15.97
05280 - Motor Vehicle Wrecker	16.26
05310 - Painter, Automotive	18.06
05340 - Radiator Repair Specialist	16.26
05370 - Tire Repairer	14.33
05400 - Transmission Repair Specialist	19.01
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	7.15
07010 - Baker	8.62
07041 - Cook I	7.55
07042 - Cook II	8.62
07070 - Dishwasher	6.47
07130 - Meat Cutter	12.47
07250 - Waiter/Waitress	7.17
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	18.06
09040 - Furniture Handler	11.41
09070 - Furniture Refinisher	18.06
09100 - Furniture Refinisher Helper	13.88
09110 - Furniture Repairer, Minor	15.97
09130 - Upholsterer	18.06
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	7.86
11060 - Elevator Operator	7.28
11090 - Gardener	11.17
11121 - House Keeping Aid I	6.53
11122 - House Keeping Aid II	7.77
11150 - Janitor	7.28

11210 - Laborer, Grounds Maintenance	8.50
11240 - Maid or Houseman	6.53
11270 - Pest Controller	12.05
11300 - Refuse Collector	7.50
11330 - Tractor Operator	10.38
11360 - Window Cleaner	7.85
12000 - Health Occupations	
12020 - Dental Assistant	10.93
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	13.22
12071 - Licensed Practical Nurse I	9.96
12072 - Licensed Practical Nurse II	11.19
12073 - Licensed Practical Nurse III	12.52
12100 - Medical Assistant	10.43
12130 - Medical Laboratory Technician	13.12
12160 - Medical Record Clerk	9.77
12190 - Medical Record Technician	13.54
12221 - Nursing Assistant I	7.11
12222 - Nursing Assistant II	7.99
12223 - Nursing Assistant III	8.72
12224 - Nursing Assistant IV	9.78
12250 - Pharmacy Technician	12.19
12280 - Phlebotomist	11.01
12311 - Registered Nurse I	15.96
12312 - Registered Nurse II	20.88
12313 - Registered Nurse II, Specialist	22.41
12314 - Registered Nurse III	23.64
12315 - Registered Nurse III, Anesthetist	23.64
12316 - Registered Nurse IV	28.32
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	16.96
13011 - Exhibits Specialist I	16.05
13012 - Exhibits Specialist II	20.65
13013 - Exhibits Specialist III	22.47
13041 - Illustrator I	16.05
13042 - Illustrator II	20.65
13043 - Illustrator III	22.47
13047 - Librarian	18.78
13050 - Library Technician	11.73
13071 - Photographer I	12.26
13072 - Photographer II	14.59
13073 - Photographer III	18.77
13074 - Photographer IV	20.74
13075 - Photographer V	25.10
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	7.13
15030 - Counter Attendant	7.13
15040 - Dry Cleaner	8.45
15070 - Finisher, Flatwork, Machine	7.13
15090 - Presser, Hand	7.13
15100 - Presser, Machine, Drycleaning	7.13
15130 - Presser, Machine, Shirts	7.13
15160 - Presser, Machine, Wearing Apparel, Laundry	7.13
15190 - Sewing Machine Operator	8.97
15220 - Tailor	9.45
15250 - Washer, Machine	7.45
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	18.06
19040 - Tool and Die Maker	22.69
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	17.06
21020 - Material Coordinator	15.20
21030 - Material Expediter	15.20
21040 - Material Handling Laborer	11.80

21050 - Order Filler	10.14
21071 - Forklift Operator	13.22
21080 - Production Line Worker (Food Processing)	13.22
21100 - Shipping/Receiving Clerk	11.59
21130 - Shipping Packer	11.59
21140 - Store Worker I	9.97
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	12.39
21210 - Tools and Parts Attendant	13.22
21400 - Warehouse Specialist	13.22
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	21.16
23040 - Aircraft Mechanic Helper	15.27
23050 - Aircraft Quality Control Inspector	21.97
23060 - Aircraft Servicer	17.57
23070 - Aircraft Worker	18.61
23100 - Appliance Mechanic	18.06
23120 - Bicycle Repairer	14.33
23125 - Cable Splicer	20.23
23130 - Carpenter, Maintenance	18.06
23140 - Carpet Layer	16.92
23160 - Electrician, Maintenance	20.75
23181 - Electronics Technician, Maintenance I	18.78
23182 - Electronics Technician, Maintenance II	22.31
23183 - Electronics Technician, Maintenance III	24.65
23260 - Fabric Worker	15.97
23290 - Fire Alarm System Mechanic	19.01
23310 - Fire Extinguisher Repairer	14.83
23340 - Fuel Distribution System Mechanic	19.01
23370 - General Maintenance Worker	16.26
23400 - Heating, Refrigeration and Air Conditioning Mechanic	19.01
23430 - Heavy Equipment Mechanic	19.01
23440 - Heavy Equipment Operator	19.01
23460 - Instrument Mechanic	19.01
23470 - Laborer	8.71
23500 - Locksmith	18.06
23530 - Machinery Maintenance Mechanic	19.12
23550 - Machinist, Maintenance	19.01
23580 - Maintenance Trades Helper	13.88
23640 - Millwright	19.01
23700 - Office Appliance Repairer	18.06
23740 - Painter, Aircraft	18.06
23760 - Painter, Maintenance	18.06
23790 - Pipefitter, Maintenance	19.97
23800 - Plumber, Maintenance	18.98
23820 - Pneudraulic Systems Mechanic	19.01
23850 - Rigger	19.01
23870 - Scale Mechanic	16.92
23890 - Sheet-Metal Worker, Maintenance	19.01
23910 - Small Engine Mechanic	16.92
23930 - Telecommunication Mechanic I	19.01
23931 - Telecommunication Mechanic II	19.97
23950 - Telephone Lineman	19.01
23960 - welder, Combination, Maintenance	19.01
23965 - well Driller	19.01
23970 - woodcraft Worker	19.01
23980 - woodworker	14.83
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.63
24580 - Child Care Center Clerk	10.76
24600 - Chore Aid	7.73
24630 - Homemaker	12.49
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	20.91

25040 - Sewage Plant Operator	19.87
25070 - Stationary Engineer	23.24
25190 - Ventilation Equipment Tender	14.26
25210 - Water Treatment Plant Operator	18.06
27000 - Protective Service Occupations	
(not set) - Police Officer	16.01
27004 - Alarm Monitor	8.96
27006 - Corrections Officer	11.87
27010 - Court Security Officer	13.33
27040 - Detention Officer	11.87
27070 - Firefighter	13.05
27101 - Guard I	8.77
27102 - Guard II	12.24
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	18.70
28020 - Hatch Tender	16.26
28030 - Line Handler	16.26
28040 - Stevedore I	15.33
28050 - Stevedore II	17.32
29000 - Technical Occupations	
21150 - Graphic Artist	18.90
29010 - Air Traffic Control Specialist, Center (2)	29.93
29011 - Air Traffic Control Specialist, Station (2)	20.63
29012 - Air Traffic Control Specialist, Terminal (2)	22.72
29023 - Archeological Technician I	15.61
29024 - Archeological Technician II	17.55
29025 - Archeological Technician III	21.68
29030 - Cartographic Technician	21.68
29035 - Computer Based Training (CBT) Specialist/ Instructor	25.00
29040 - Civil Engineering Technician	18.77
29061 - Drafter I	12.49
29062 - Drafter II	14.16
29063 - Drafter III	16.85
29064 - Drafter IV	21.68
29081 - Engineering Technician I	11.06
29082 - Engineering Technician II	14.56
29083 - Engineering Technician III	17.92
29084 - Engineering Technician IV	21.49
29085 - Engineering Technician V	25.36
29086 - Engineering Technician VI	28.46
29090 - Environmental Technician	21.68
29100 - Flight Simulator/Instructor (Pilot)	27.62
29160 - Instructor	17.26
29210 - Laboratory Technician	18.18
29240 - Mathematical Technician	21.68
29361 - Paralegal/Legal Assistant I	13.42
29362 - Paralegal/Legal Assistant II	16.69
29363 - Paralegal/Legal Assistant III	20.38
29364 - Paralegal/Legal Assistant IV	24.65
29390 - Photooptics Technician	21.68
29480 - Technical Writer	27.65
29491 - Unexploded Ordnance (UXO) Technician I	19.02
29492 - Unexploded Ordnance (UXO) Technician II	23.01
29493 - Unexploded Ordnance (UXO) Technician III	27.58
29494 - Unexploded (UXO) Safety Escort	19.02
29495 - Unexploded (UXO) Sweep Personnel	19.02
29620 - Weather Observer, Senior (3)	17.66
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	16.53
29622 - Weather Observer, Upper Air (3)	16.53
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	14.20
31260 - Parking and Lot Attendant	7.56
31290 - Shuttle Bus Driver	11.73

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31300 - Taxi Driver	9.90
31361 - Truckdriver, Light Truck	11.62
31362 - Truckdriver, Medium Truck	15.53
31363 - Truckdriver, Heavy Truck	15.58
31364 - Truckdriver, Tractor-Trailer	15.58
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	9.26
99030 - Cashier	7.15
99041 - Carnival Equipment Operator	10.76
99042 - Carnival Equipment Repairer	11.59
99043 - Carnival Worker	7.88
99050 - Desk Clerk	7.62
99095 - Embalmer	17.93
99300 - Lifeguard	9.99
99310 - Mortician	16.57
99350 - Park Attendant (Aide)	12.55
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.99
99500 - Recreation Specialist	11.98
99510 - Recycling Worker	10.36
99610 - Sales Clerk	9.89
99620 - School Crossing Guard (Crosswalk Attendant)	7.41
99630 - Sport Official	9.99
99658 - Survey Party Chief (Chief of Party)	17.37
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	15.52
99660 - Surveying Aide	11.32
99690 - Swimming Pool Operator	10.93
99720 - Vending Machine Attendant	10.18
99730 - Vending Machine Repairer	12.58
99740 - Vending Machine Repairer Helper	10.18

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.59 an hour or \$103.60 a week or \$448.93 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent

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information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

William W. Gross Division of
Director Wage Determinations

Wage Determination No.: 1994-2159
Revision No.: 23
Date of Last Revision: 05/27/2004

State: Idaho
Area: Idaho Statewide

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	9.28
01012 - Accounting Clerk II	10.72
01013 - Accounting Clerk III	12.07
01014 - Accounting Clerk IV	13.18
01030 - Court Reporter	18.73
01050 - Dispatcher, Motor Vehicle	15.46
01060 - Document Preparation Clerk	10.83
01070 - Messenger (Courier)	9.49
01090 - Duplicating Machine Operator	10.83
01110 - Film/Tape Librarian	10.47
01115 - General Clerk I	9.18
01116 - General Clerk II	10.33
01117 - General Clerk III	11.34
01118 - General Clerk IV	12.46
01120 - Housing Referral Assistant	12.98
01131 - Key Entry Operator I	10.43
01132 - Key Entry Operator II	11.43
01191 - Order Clerk I	9.96
01192 - Order Clerk II	10.93
01261 - Personnel Assistant (Employment) I	9.85
01262 - Personnel Assistant (Employment) II	10.94
01263 - Personnel Assistant (Employment) III	12.18
01264 - Personnel Assistant (Employment) IV	13.52
01270 - Production Control Clerk	16.64
01290 - Rental Clerk	10.03
01300 - Scheduler, Maintenance	10.54
01311 - Secretary I	10.54
01312 - Secretary II	12.18
01313 - Secretary III	12.98
01314 - Secretary IV	14.41
01315 - Secretary V	15.99
01320 - Service Order Dispatcher	14.27
01341 - Stenographer I	16.25
01342 - Stenographer II	18.06
01400 - Supply Technician	14.41
01420 - Survey Worker (Interviewer)	8.97
01460 - Switchboard Operator-Receptionist	9.75
01510 - Test Examiner	11.69
01520 - Test Proctor	11.69
01531 - Travel Clerk I	9.79
01532 - Travel Clerk II	10.27
01533 - Travel Clerk III	11.14
01611 - Word Processor I	11.67

01612 - Word Processor II	12.04
01613 - Word Processor III	12.78
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	9.70
03041 - Computer Operator I	10.19
03042 - Computer Operator II	13.12
03043 - Computer Operator III	15.33
03044 - Computer Operator IV	17.87
03045 - Computer Operator V	18.89
03071 - Computer Programmer I (3)	16.02
03072 - Computer Programmer II (3)	20.80
03073 - Computer Programmer III (3)	24.13
03074 - Computer Programmer IV (3)	27.62
03101 - Computer Systems Analyst I (3)	22.13
03102 - Computer Systems Analyst II (3)	25.82
03103 - Computer Systems Analyst III (3)	27.62
03160 - Peripheral Equipment Operator	11.17
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	15.72
05010 - Automotive Glass Installer	13.21
05040 - Automotive Worker	13.06
05070 - Electrician, Automotive	13.39
05100 - Mobile Equipment Servicer	10.67
05130 - Motor Equipment Metal Mechanic	14.69
05160 - Motor Equipment Metal Worker	13.06
05190 - Motor Vehicle Mechanic	14.69
05220 - Motor Vehicle Mechanic Helper	10.67
05250 - Motor Vehicle Upholstery Worker	12.34
05280 - Motor Vehicle Wrecker	13.06
05310 - Painter, Automotive	13.95
05340 - Radiator Repair Specialist	14.17
05370 - Tire Repairer	10.02
05400 - Transmission Repair Specialist	14.69
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	7.95
07010 - Baker	10.33
07041 - Cook I	7.80
07042 - Cook II	9.05
07070 - Dishwasher	7.20
07130 - Meat Cutter	12.63
07250 - Waiter/Waitress	7.64
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	12.32
09040 - Furniture Handler	10.87
09070 - Furniture Refinisher	12.32
09100 - Furniture Refinisher Helper	10.87
09110 - Furniture Repairer, Minor	10.90
09130 - Upholsterer	12.32
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	7.89
11060 - Elevator Operator	8.46
11090 - Gardener	11.27
11121 - House Keeping Aid I	7.96
11122 - House Keeping Aid II	8.48
11150 - Janitor	8.81
11210 - Laborer, Grounds Maintenance	9.54
11240 - Maid or Houseman	7.46
11270 - Pest Controller	12.50
11300 - Refuse Collector	12.20
11330 - Tractor Operator	12.53
11360 - Window Cleaner	9.29
12000 - Health Occupations	
12020 - Dental Assistant	12.92

12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.94
12071 - Licensed Practical Nurse I	11.40
12072 - Licensed Practical Nurse II	12.77
12073 - Licensed Practical Nurse III	14.29
12100 - Medical Assistant	10.86
12130 - Medical Laboratory Technician	15.05
12160 - Medical Record Clerk	11.24
12190 - Medical Record Technician	13.54
12221 - Nursing Assistant I	8.73
12222 - Nursing Assistant II	9.82
12223 - Nursing Assistant III	10.71
12224 - Nursing Assistant IV	12.01
12250 - Pharmacy Technician	12.19
12280 - Phlebotomist	12.94
12311 - Registered Nurse I	19.43
12312 - Registered Nurse II	22.14
12313 - Registered Nurse II, Specialist	22.14
12314 - Registered Nurse III	26.37
12315 - Registered Nurse III, Anesthetist	47.38
12316 - Registered Nurse IV	29.53
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	17.79
13011 - Exhibits Specialist I	12.41
13012 - Exhibits Specialist II	15.85
13013 - Exhibits Specialist III	18.81
13041 - Illustrator I	12.41
13042 - Illustrator II	15.38
13043 - Illustrator III	18.81
13047 - Librarian	17.05
13050 - Library Technician	10.47
13071 - Photographer I	11.51
13072 - Photographer II	14.71
13073 - Photographer III	16.49
13074 - Photographer IV	20.27
13075 - Photographer V	24.92
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	7.12
15030 - Counter Attendant	7.12
15040 - Dry Cleaner	8.36
15070 - Finisher, Flatwork, Machine	7.12
15090 - Presser, Hand	7.12
15100 - Presser, Machine, Drycleaning	7.12
15130 - Presser, Machine, Shirts	7.12
15160 - Presser, Machine, Wearing Apparel, Laundry	7.12
15190 - Sewing Machine Operator	8.90
15220 - Tailor	9.48
15250 - Washer, Machine	7.46
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	12.32
19040 - Tool and Die Maker	18.45
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	14.10
21020 - Material Coordinator	16.64
21030 - Material Expediter	16.64
21040 - Material Handling Laborer	10.54
21050 - Order Filler	10.95
21071 - Forklift Operator	11.89
21080 - Production Line Worker (Food Processing)	11.89
21100 - Shipping/Receiving Clerk	10.86
21130 - Shipping Packer	11.55
21140 - Store Worker I	9.04
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	12.55
21210 - Tools and Parts Attendant	11.89

21400 - Warehouse Specialist	11.89
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	18.70
23040 - Aircraft Mechanic Helper	12.63
23050 - Aircraft Quality Control Inspector	20.14
23060 - Aircraft Servicer	15.40
23070 - Aircraft Worker	16.30
23100 - Appliance Mechanic	13.55
23120 - Bicycle Repairer	9.30
23125 - Cable Splicer	19.84
23130 - Carpenter, Maintenance	13.76
23140 - Carpet Layer	14.70
23160 - Electrician, Maintenance	18.82
23181 - Electronics Technician, Maintenance I	16.76
23182 - Electronics Technician, Maintenance II	22.00
23183 - Electronics Technician, Maintenance III	26.06
23260 - Fabric Worker	14.67
23290 - Fire Alarm System Mechanic	15.70
23310 - Fire Extinguisher Repairer	13.58
23340 - Fuel Distribution System Mechanic	17.27
23370 - General Maintenance Worker	14.03
23400 - Heating, Refrigeration and Air Conditioning Mechanic	16.05
23430 - Heavy Equipment Mechanic	15.97
23440 - Heavy Equipment Operator	15.90
23460 - Instrument Mechanic	17.86
23470 - Laborer	10.54
23500 - Locksmith	15.90
23530 - Machinery Maintenance Mechanic	17.55
23550 - Machinist, Maintenance	14.92
23580 - Maintenance Trades Helper	10.91
23640 - Millwright	18.99
23700 - Office Appliance Repairer	16.60
23740 - Painter, Aircraft	14.91
23760 - Painter, Maintenance	14.60
23790 - Pipefitter, Maintenance	21.17
23800 - Plumber, Maintenance	19.04
23820 - Pneudraulic Systems Mechanic	17.27
23850 - Rigger	17.55
23870 - Scale Mechanic	15.36
23890 - Sheet-Metal Worker, Maintenance	15.39
23910 - Small Engine Mechanic	11.80
23930 - Telecommunication Mechanic I	17.78
23931 - Telecommunication Mechanic II	20.32
23950 - Telephone Lineman	17.78
23960 - Welder, Combination, Maintenance	13.96
23965 - well Driller	18.05
23970 - Woodcraft Worker	17.55
23980 - Woodworker	12.48
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	7.62
24580 - Child Care Center Clerk	11.91
24600 - Chore Aid	7.71
24630 - Homemaker	8.08
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	17.07
25040 - Sewage Plant Operator	14.90
25070 - Stationary Engineer	17.07
25190 - Ventilation Equipment Tender	12.63
25210 - Water Treatment Plant Operator	14.90
27000 - Protective Service Occupations	
(not set) - Police Officer	21.40
27004 - Alarm Monitor	12.39
27006 - Corrections Officer	18.00

27010 - Court Security Officer	19.14
27040 - Detention Officer	18.00
27070 - Firefighter	18.02
27101 - Guard I	9.84
27102 - Guard II	13.71
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	14.93
28020 - Hatch Tender	14.93
28030 - Line Handler	14.93
28040 - Stevedore I	13.53
28050 - Stevedore II	16.28
29000 - Technical Occupations	
21150 - Graphic Artist	15.76
29010 - Air Traffic Control Specialist, Center (1)	29.93
29011 - Air Traffic Control Specialist, Station (1)	20.63
29012 - Air Traffic Control Specialist, Terminal (1)	22.72
29023 - Archeological Technician I	14.07
29024 - Archeological Technician II	15.74
29025 - Archeological Technician III	19.51
29030 - Cartographic Technician	16.29
29035 - Computer Based Training (CBT) Specialist/ Instructor	20.12
29040 - Civil Engineering Technician	16.74
29061 - Drafter I	14.94
29062 - Drafter II	16.26
29063 - Drafter III	20.76
29064 - Drafter IV	23.22
29081 - Engineering Technician I	13.25
29082 - Engineering Technician II	14.44
29083 - Engineering Technician III	18.43
29084 - Engineering Technician IV	20.66
29085 - Engineering Technician V	24.25
29086 - Engineering Technician VI	25.57
29090 - Environmental Technician	21.18
29100 - Flight Simulator/Instructor (Pilot)	23.00
29160 - Instructor	20.84
29210 - Laboratory Technician	15.80
29240 - Mathematical Technician	22.25
29361 - Paralegal/Legal Assistant I	13.30
29362 - Paralegal/Legal Assistant II	15.58
29363 - Paralegal/Legal Assistant III	18.09
29364 - Paralegal/Legal Assistant IV	23.05
29390 - Photooptics Technician	23.22
29480 - Technical Writer	21.81
29491 - Unexploded Ordnance (UXO) Technician I	19.02
29492 - Unexploded Ordnance (UXO) Technician II	23.01
29493 - Unexploded Ordnance (UXO) Technician III	27.58
29494 - Unexploded (UXO) Safety Escort	19.02
29495 - Unexploded (UXO) Sweep Personnel	19.02
29620 - Weather Observer, Senior (2)	19.81
29621 - Weather Observer, Combined Upper Air and Surface Programs (2)	16.21
29622 - Weather Observer, Upper Air (2)	16.21
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	11.22
31260 - Parking and Lot Attendant	7.62
31290 - Shuttle Bus Driver	10.96
31300 - Taxi Driver	8.54
31361 - Truckdriver, Light Truck	11.47
31362 - Truckdriver, Medium Truck	12.56
31363 - Truckdriver, Heavy Truck	14.84
31364 - Truckdriver, Tractor-Trailer	14.84
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	8.63
99030 - Cashier	7.81

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99041 - Carnival Equipment Operator	8.84
99042 - Carnival Equipment Repairer	10.68
99043 - Carnival Worker	7.49
99050 - Desk Clerk	7.62
99095 - Embalmer	19.02
99300 - Lifeguard	9.99
99310 - Mortician	22.81
99350 - Park Attendant (Aide)	12.55
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.99
99500 - Recreation Specialist	11.95
99510 - Recycling Worker	12.37
99610 - Sales Clerk	10.03
99620 - School Crossing Guard (Crosswalk Attendant)	9.96
99630 - Sport Official	9.99
99658 - Survey Party Chief (Chief of Party)	16.62
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	15.11
99660 - Surveying Aide	11.26
99690 - Swimming Pool Operator	11.70
99720 - Vending Machine Attendant	10.47
99730 - Vending Machine Repairer	13.46
99740 - Vending Machine Repairer Helper	10.12

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.59 an hour or \$103.60 a week or \$448.93 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

3) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

1) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

2) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238,

or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the

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wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

William W. Gross Division of
Director Wage Determinations

Wage Determination No.: 1994-2153
Revision No.: 34
Date of Last Revision: 09/27/2004

State: Hawaii
Area: Hawaii Statewide
OCCUPATION NOTE:

STEVEDORING AND LONGSHOREMEN: Wage rates and fringe benefits can be found on wage
Determination 2000-0085

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	11.15
01012 - Accounting Clerk II	12.30
01013 - Accounting Clerk III	13.95
01014 - Accounting Clerk IV	16.40
01030 - Court Reporter	18.59
01050 - Dispatcher, Motor Vehicle	14.06
01060 - Document Preparation Clerk	11.95
01070 - Messenger (Courier)	10.21
01090 - Duplicating Machine Operator	11.95
01110 - Film/Tape Librarian	12.35
01115 - General Clerk I	8.45
01116 - General Clerk II	9.82
01117 - General Clerk III	11.53
01118 - General Clerk IV	14.26
01120 - Housing Referral Assistant	21.78
01131 - Key Entry Operator I	11.35
01132 - Key Entry Operator II	13.68
01191 - Order Clerk I	12.61
01192 - Order Clerk II	13.74
01261 - Personnel Assistant (Employment) I	13.88
01262 - Personnel Assistant (Employment) II	14.93
01263 - Personnel Assistant (Employment) III	17.88
01264 - Personnel Assistant (Employment) IV	19.68
01270 - Production Control Clerk	18.63
01290 - Rental Clerk	13.51
01300 - Scheduler, Maintenance	15.71
01311 - Secretary I	15.71
01312 - Secretary II	19.37
01313 - Secretary III	21.79
01314 - Secretary IV	26.48
01315 - Secretary V	30.97
01320 - Service Order Dispatcher	10.55
01341 - Stenographer I	13.43
01342 - Stenographer II	15.71
01400 - Supply Technician	21.34
01420 - Survey Worker (Interviewer)	11.71
01460 - Switchboard Operator-Receptionist	12.23

01510 - Test Examiner	19.37
01520 - Test Proctor	19.37
01531 - Travel Clerk I	12.28
01532 - Travel Clerk II	13.23
01533 - Travel Clerk III	14.19
01611 - Word Processor I	12.31
01612 - Word Processor II	13.56
01613 - Word Processor III	15.17
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	12.96
03041 - Computer Operator I	15.60
03042 - Computer Operator II	17.08
03043 - Computer Operator III	20.30
03044 - Computer Operator IV	22.08
03045 - Computer Operator V	24.43
03071 - Computer Programmer I (1)	19.33
03072 - Computer Programmer II (1)	21.01
03073 - Computer Programmer III (1)	24.07
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	24.06
03102 - Computer Systems Analyst II (1)	27.01
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	15.60
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	18.34
05010 - Automotive Glass Installer	16.53
05040 - Automotive Worker	16.53
05070 - Electrician, Automotive	16.85
05100 - Mobile Equipment Servicer	14.26
05130 - Motor Equipment Metal Mechanic	18.34
05160 - Motor Equipment Metal Worker	16.53
05190 - Motor Vehicle Mechanic	19.27
05220 - Motor Vehicle Mechanic Helper	13.06
05250 - Motor Vehicle Upholstery Worker	15.63
05280 - Motor Vehicle Wrecker	16.53
05310 - Painter, Automotive	19.16
05340 - Radiator Repair Specialist	16.53
05370 - Tire Repairer	13.78
05400 - Transmission Repair Specialist	18.31
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	10.51
07010 - Baker	13.52
07041 - Cook I	12.52
07042 - Cook II	13.98
07070 - Dishwasher	11.07
07130 - Meat Cutter	16.04
07250 - Waiter/Waitress	9.84
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	17.41
09040 - Furniture Handler	11.71
09070 - Furniture Refinisher	17.41
09100 - Furniture Refinisher Helper	13.41
09110 - Furniture Repairer, Minor	15.12
09130 - Upholsterer	17.41
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	10.34
11060 - Elevator Operator	11.62
11090 - Gardener	13.51
11121 - House Keeping Aid I	12.24
11122 - House Keeping Aid II	12.91
11150 - Janitor	11.62
11210 - Laborer, Grounds Maintenance	12.11
11240 - Maid or Houseman	12.24

11270 - Pest Controller	14.70
11300 - Refuse Collector	13.03
11330 - Tractor Operator	13.99
11360 - Window Cleaner	12.65
12000 - Health Occupations	
12020 - Dental Assistant	14.80
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	15.21
12071 - Licensed Practical Nurse I	12.08
12072 - Licensed Practical Nurse II	14.39
12073 - Licensed Practical Nurse III	16.09
12100 - Medical Assistant	13.10
12130 - Medical Laboratory Technician	16.13
12160 - Medical Record Clerk	14.23
12190 - Medical Record Technician	16.16
12221 - Nursing Assistant I	9.38
12222 - Nursing Assistant II	10.54
12223 - Nursing Assistant III	11.50
12224 - Nursing Assistant IV	12.93
12250 - Pharmacy Technician	12.48
12280 - Phlebotomist	14.21
12311 - Registered Nurse I	23.09
12312 - Registered Nurse II	28.26
12313 - Registered Nurse II, Specialist	28.26
12314 - Registered Nurse III	33.89
12315 - Registered Nurse III, Anesthetist	33.89
12316 - Registered Nurse IV	40.64
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	19.86
13011 - Exhibits Specialist I	17.83
13012 - Exhibits Specialist II	21.17
13013 - Exhibits Specialist III	25.90
13041 - Illustrator I	18.79
13042 - Illustrator II	22.28
13043 - Illustrator III	27.23
13047 - Librarian	25.35
13050 - Library Technician	16.46
13071 - Photographer I	11.79
13072 - Photographer II	14.21
13073 - Photographer III	16.84
13074 - Photographer IV	20.60
13075 - Photographer V	24.90
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	9.83
15030 - Counter Attendant	9.83
15040 - Dry Cleaner	12.11
15070 - Finisher, Flatwork, Machine	9.83
15090 - Presser, Hand	9.83
15100 - Presser, Machine, Drycleaning	9.83
15130 - Presser, Machine, Shirts	9.83
15160 - Presser, Machine, Wearing Apparel, Laundry	9.83
15190 - Sewing Machine Operator	13.01
15220 - Tailor	13.84
15250 - Washer, Machine	10.69
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	21.42
19040 - Tool and Die Maker	26.39
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	16.90
21020 - Material Coordinator	18.78
21030 - Material Expediter	18.78
21040 - Material Handling Laborer	16.89
21050 - Order Filler	13.50
21071 - Forklift Operator	17.38

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21080 - Production Line Worker (Food Processing)		14.66
21100 - Shipping/Receiving Clerk		13.15
21130 - Shipping Packer		15.22
21140 - Store Worker I		11.45
21150 - Stock Clerk (Shelf Stocker; Store Worker II)		16.09
21210 - Tools and Parts Attendant		17.38
21400 - Warehouse Specialist		17.38
23000 - Mechanics and Maintenance and Repair Occupations		
23010 - Aircraft Mechanic		23.79
23040 - Aircraft Mechanic Helper		17.33
23050 - Aircraft Quality Control Inspector		27.18
23060 - Aircraft Servicer		20.10
23070 - Aircraft Worker		21.46
23100 - Appliance Mechanic		21.32
23120 - Bicycle Repairer		13.78
23125 - Cable Splicer		23.46
23130 - Carpenter, Maintenance		22.29
23140 - Carpet Layer		21.15
23160 - Electrician, Maintenance		25.79
23181 - Electronics Technician, Maintenance I		23.28
23182 - Electronics Technician, Maintenance II		24.52
23183 - Electronics Technician, Maintenance III		25.82
23260 - Fabric Worker		18.63
23290 - Fire Alarm System Mechanic		23.46
23310 - Fire Extinguisher Repairer		17.24
23340 - Fuel Distribution System Mechanic		20.40
23370 - General Maintenance Worker		18.39
23400 - Heating, Refrigeration and Air Conditioning Mechanic		22.34
23430 - Heavy Equipment Mechanic		26.98
23440 - Heavy Equipment Operator		28.52
23460 - Instrument Mechanic		26.98
23470 - Laborer		12.97
23500 - Locksmith		19.38
23530 - Machinery Maintenance Mechanic		23.46
23550 - Machinist, Maintenance		23.44
23580 - Maintenance Trades Helper		13.41
23640 - Millwright		23.46
23700 - Office Appliance Repairer		21.42
23740 - Painter, Aircraft		20.85
23760 - Painter, Maintenance		20.99
23790 - Pipefitter, Maintenance		24.27
23800 - Plumber, Maintenance		22.53
23820 - Pneudraulic Systems Mechanic		23.46
23850 - Rigger		23.46
23870 - Scale Mechanic		20.02
23890 - Sheet-Metal Worker, Maintenance		26.25
23910 - Small Engine Mechanic		20.02
23930 - Telecommunication Mechanic I		24.18
23931 - Telecommunication Mechanic II		24.65
23950 - Telephone Lineman		24.18
23960 - Welder, Combination, Maintenance		21.98
23965 - Well Driller		22.81
23970 - Woodcraft Worker		23.46
23980 - Woodworker		17.24
24000 - Personal Needs Occupations		
24570 - Child Care Attendant		10.56
24580 - Child Care Center Clerk		15.14
24600 - Chore Aid		9.67
24630 - Homemaker		18.77
25000 - Plant and System Operation Occupations		
25010 - Boiler Tender		19.51
25040 - Sewage Plant Operator		18.65
25070 - Stationary Engineer		22.08

25190 - Ventilation Equipment Tender	15.86
25210 - Water Treatment Plant Operator	18.65
27000 - Protective Service Occupations	
(not set) - Police Officer	19.29
27004 - Alarm Monitor	16.02
27006 - Corrections Officer	17.49
27010 - Court Security Officer	17.96
27040 - Detention Officer	17.49
27070 - Firefighter	17.74
27101 - Guard I	9.88
27102 - Guard II	11.80
29000 - Technical Occupations	
21150 - Graphic Artist	18.31
29010 - Air Traffic Control Specialist, Center (2)	30.10
29011 - Air Traffic Control Specialist, Station (2)	21.08
29012 - Air Traffic Control Specialist, Terminal (2)	23.11
29023 - Archeological Technician I	15.44
29024 - Archeological Technician II	17.29
29025 - Archeological Technician III	21.41
29030 - Cartographic Technician	23.96
29035 - Computer Based Training (CBT) Specialist/ Instructor	24.06
29040 - Civil Engineering Technician	19.37
29061 - Drafter I	12.67
29062 - Drafter II	16.30
29063 - Drafter III	19.68
29064 - Drafter IV	23.44
29081 - Engineering Technician I	14.46
29082 - Engineering Technician II	18.64
29083 - Engineering Technician III	22.50
29084 - Engineering Technician IV	29.74
29085 - Engineering Technician V	32.60
29086 - Engineering Technician VI	39.41
29090 - Environmental Technician	18.01
29100 - Flight Simulator/Instructor (Pilot)	27.62
29160 - Instructor	23.55
29210 - Laboratory Technician	17.68
29240 - Mathematical Technician	23.44
29361 - Paralegal/Legal Assistant I	17.27
29362 - Paralegal/Legal Assistant II	20.23
29363 - Paralegal/Legal Assistant III	24.75
29364 - Paralegal/Legal Assistant IV	29.91
29390 - Photooptics Technician	23.44
29480 - Technical Writer	21.98
29491 - Unexploded Ordnance (UXO) Technician I	19.38
29492 - Unexploded Ordnance (UXO) Technician II	23.45
29493 - Unexploded Ordnance (UXO) Technician III	28.11
29494 - Unexploded (UXO) Safety Escort	19.38
29495 - Unexploded (UXO) Sweep Personnel	19.38
29620 - Weather Observer, Senior (3)	23.23
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	19.09
29622 - Weather Observer, Upper Air (3)	19.09
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	15.11
31260 - Parking and Lot Attendant	7.54
31290 - Shuttle Bus Driver	12.74
31300 - Taxi Driver	10.78
31361 - Truckdriver, Light Truck	12.74
31362 - Truckdriver, Medium Truck	16.15
31363 - Truckdriver, Heavy Truck	18.11
31364 - Truckdriver, Tractor-Trailer	18.11
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	11.45
99030 - Cashier	10.35

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99041 - Carnival Equipment Operator	11.72
99042 - Carnival Equipment Repairer	12.46
99043 - Carnival Worker	9.33
99050 - Desk Clerk	13.66
99095 - Embalmer	18.49
99300 - Lifeguard	10.35
99310 - Mortician	18.49
99350 - Park Attendant (Aide)	13.01
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	12.22
99500 - Recreation Specialist	16.11
99510 - Recycling Worker	16.37
99610 - Sales Clerk	10.01
99620 - School Crossing Guard (Crosswalk Attendant)	9.51
99630 - Sport Official	10.35
99658 - Survey Party Chief (Chief of Party)	22.44
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	16.81
99660 - Surveying Aide	12.27
99690 - Swimming Pool Operator	12.87
99720 - Vending Machine Attendant	11.34
99730 - Vending Machine Repairer	13.52
99740 - Vending Machine Repairer Helper	11.34

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: (Hawaii): \$1.09 an hour for all employees on whose behalf the contractor provides health care benefits pursuant to the Hawaii prepaid Health Care Act. For those employees who are not receiving health care benefits mandated by the

Hawaii prepaid Health Care Act, the new health and welfare benefit rate will be \$2.59. For information regarding the Hawaii prepaid Health Care Act, please contact the Hawaii Employers Council.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent

information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
William W. Gross Director	Division of Wage Determinations
	Wage Determination No.: 1994-2073 Revision No.: 21 Date of Last Revision: 08/17/2004

State: California

Area: California Counties of Inyo, Kings, Tulare

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	10.59
01012 - Accounting Clerk II	11.57
01013 - Accounting Clerk III	13.46
01014 - Accounting Clerk IV	14.94
01030 - Court Reporter	15.09
01050 - Dispatcher, Motor Vehicle	15.96
01060 - Document Preparation Clerk	11.54
01070 - Messenger (Courier)	9.02
01090 - Duplicating Machine Operator	11.54
01110 - Film/Tape Librarian	13.38
01115 - General Clerk I	8.01
01116 - General Clerk II	9.00
01117 - General Clerk III	11.26
01118 - General Clerk IV	14.70
01120 - Housing Referral Assistant	15.17
01131 - Key Entry Operator I	9.09
01132 - Key Entry Operator II	11.21
01191 - Order Clerk I	10.68
01192 - Order Clerk II	11.66
01261 - Personnel Assistant (Employment) I	8.67
01262 - Personnel Assistant (Employment) II	9.75
01263 - Personnel Assistant (Employment) III	12.25
01264 - Personnel Assistant (Employment) IV	15.86
01270 - Production Control Clerk	15.87
01290 - Rental Clerk	12.20
01300 - Scheduler, Maintenance	12.34
01311 - Secretary I	12.97
01312 - Secretary II	14.39
01313 - Secretary III	15.41
01314 - Secretary IV	16.74
01315 - Secretary V	18.52
01320 - Service Order Dispatcher	14.26
01341 - Stenographer I	12.00
01342 - Stenographer II	13.48
01400 - Supply Technician	16.74
01420 - Survey Worker (Interviewer)	14.39
01460 - Switchboard Operator-Receptionist	9.92
01510 - Test Examiner	14.39
01520 - Test Proctor	14.39
01531 - Travel Clerk I	10.79
01532 - Travel Clerk II	11.35
01533 - Travel Clerk III	12.30

01611 - Word Processor I	11.78
01612 - Word Processor II	13.23
01613 - Word Processor III	14.83
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	11.96
03041 - Computer Operator I	11.96
03042 - Computer Operator II	13.38
03043 - Computer Operator III	14.89
03044 - Computer Operator IV	16.58
03045 - Computer Operator V	18.35
03071 - Computer Programmer I (1)	12.94
03072 - Computer Programmer II (1)	18.33
03073 - Computer Programmer III (1)	22.41
03074 - Computer Programmer IV (1)	26.30
03101 - Computer Systems Analyst I (1)	24.06
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	11.61
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	19.39
05010 - Automotive Glass Installer	13.89
05040 - Automotive Worker	13.89
05070 - Electrician, Automotive	14.63
05100 - Mobile Equipment Servicer	12.40
05130 - Motor Equipment Metal Mechanic	15.38
05160 - Motor Equipment Metal Worker	13.89
05190 - Motor Vehicle Mechanic	15.38
05220 - Motor Vehicle Mechanic Helper	11.65
05250 - Motor Vehicle Upholstery Worker	13.14
05280 - Motor Vehicle Wrecker	13.89
05310 - Painter, Automotive	14.63
05340 - Radiator Repair Specialist	13.89
05370 - Tire Repairer	11.81
05400 - Transmission Repair Specialist	15.38
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	9.16
07010 - Baker	12.74
07041 - Cook I	11.37
07042 - Cook II	12.74
07070 - Dishwasher	9.32
07130 - Meat Cutter	12.74
07250 - Waiter/Waitress	9.21
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	14.27
09040 - Furniture Handler	10.78
09070 - Furniture Refinisher	15.70
09100 - Furniture Refinisher Helper	12.50
09110 - Furniture Repairer, Minor	14.90
09130 - Upholsterer	15.70
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	8.93
11060 - Elevator Operator	9.56
11090 - Gardener	13.08
11121 - House Keeping Aid I	8.74
11122 - House Keeping Aid II	9.01
11150 - Janitor	11.08
11210 - Laborer, Grounds Maintenance	11.27
11240 - Maid or Houseman	8.74
11270 - Pest Controller	12.41
11300 - Refuse Collector	11.78
11330 - Tractor Operator	13.23
11360 - Window Cleaner	12.03
12000 - Health Occupations	

12020 - Dental Assistant	12.46
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	13.12
12071 - Licensed Practical Nurse I	12.66
12072 - Licensed Practical Nurse II	14.21
12073 - Licensed Practical Nurse III	15.89
12100 - Medical Assistant	10.79
12130 - Medical Laboratory Technician	11.83
12160 - Medical Record Clerk	10.75
12190 - Medical Record Technician	14.35
12221 - Nursing Assistant I	8.45
12222 - Nursing Assistant II	9.50
12223 - Nursing Assistant III	10.37
12224 - Nursing Assistant IV	11.62
12250 - Pharmacy Technician	14.30
12280 - Phlebotomist	13.53
12311 - Registered Nurse I	18.77
12312 - Registered Nurse II	22.97
12313 - Registered Nurse II, Specialist	22.97
12314 - Registered Nurse III	27.80
12315 - Registered Nurse III, Anesthetist	27.80
12316 - Registered Nurse IV	33.30
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	17.55
13011 - Exhibits Specialist I	13.94
13012 - Exhibits Specialist II	17.27
13013 - Exhibits Specialist III	21.12
13041 - Illustrator I	13.94
13042 - Illustrator II	17.27
13043 - Illustrator III	21.12
13047 - Librarian	20.30
13050 - Library Technician	14.59
13071 - Photographer I	11.71
13072 - Photographer II	13.09
13073 - Photographer III	16.22
13074 - Photographer IV	19.84
13075 - Photographer V	24.00
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	8.05
15030 - Counter Attendant	8.05
15040 - Dry Cleaner	9.70
15070 - Finisher, Flatwork, Machine	8.05
15090 - Presser, Hand	8.05
15100 - Presser, Machine, Drycleaning	8.05
15130 - Presser, Machine, Shirts	8.05
15160 - Presser, Machine, Wearing Apparel, Laundry	8.05
15190 - Sewing Machine Operator	10.25
15220 - Tailor	10.79
15250 - Washer, Machine	8.60
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	17.58
19040 - Tool and Die Maker	21.54
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	14.64
21020 - Material Coordinator	15.87
21030 - Material Expediter	15.87
21040 - Material Handling Laborer	8.95
21050 - Order Filler	10.05
21071 - Forklift Operator	11.29
21080 - Production Line Worker (Food Processing)	12.05
21100 - Shipping/Receiving Clerk	10.84
21130 - Shipping Packer	11.31
21140 - Store Worker I	9.71
21150 - Stock Clerk (Shelf stocker; Store worker II)	12.74

21210 - Tools and Parts Attendant	12.63
21400 - Warehouse Specialist	12.63
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	18.16
23040 - Aircraft Mechanic Helper	13.46
23050 - Aircraft Quality Control Inspector	18.82
23060 - Aircraft Servicer	15.50
23070 - Aircraft Worker	16.40
23100 - Appliance Mechanic	16.67
23120 - Bicycle Repairer	11.69
23125 - Cable Splicer	18.99
23130 - Carpenter, Maintenance	15.78
23140 - Carpet Layer	13.55
23160 - Electrician, Maintenance	17.61
23181 - Electronics Technician, Maintenance I	16.58
23182 - Electronics Technician, Maintenance II	19.56
23183 - Electronics Technician, Maintenance III	21.46
23260 - Fabric Worker	15.60
23290 - Fire Alarm System Mechanic	18.57
23310 - Fire Extinguisher Repairer	14.63
23340 - Fuel Distribution System Mechanic	18.57
23370 - General Maintenance Worker	14.00
23400 - Heating, Refrigeration and Air Conditioning Mechanic	19.45
23430 - Heavy Equipment Mechanic	19.84
23440 - Heavy Equipment Operator	18.94
23460 - Instrument Mechanic	18.57
23470 - Laborer	9.59
23500 - Locksmith	17.42
23530 - Machinery Maintenance Mechanic	17.45
23550 - Machinist, Maintenance	18.57
23580 - Maintenance Trades Helper	11.36
23640 - Millwright	18.57
23700 - Office Appliance Repairer	17.58
23740 - Painter, Aircraft	16.31
23760 - Painter, Maintenance	15.70
23790 - Pipefitter, Maintenance	18.43
23800 - Plumber, Maintenance	17.48
23820 - Pneudraulic Systems Mechanic	18.57
23850 - Rigger	18.57
23870 - Scale Mechanic	16.58
23890 - Sheet-Metal Worker, Maintenance	16.51
23910 - Small Engine Mechanic	15.07
23930 - Telecommunication Mechanic I	19.21
23931 - Telecommunication Mechanic II	19.90
23950 - Telephone Lineman	19.21
23960 - Welder, Combination, Maintenance	15.01
23965 - Well Driller	16.88
23970 - Woodcraft Worker	18.57
23980 - Woodworker	12.10
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.12
24580 - Child Care Center Clerk	11.57
24600 - Chore Aid	8.03
24630 - Homemaker	12.46
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	20.02
25040 - Sewage Plant Operator	16.37
25070 - Stationary Engineer	20.02
25190 - Ventilation Equipment Tender	13.46
25210 - Water Treatment Plant Operator	15.99
27000 - Protective Service Occupations	
(not set) - Police Officer	26.30
27004 - Alarm Monitor	10.92

27006 - Corrections Officer	21.78
27010 - Court Security Officer	22.21
27040 - Detention Officer	21.78
27070 - Firefighter	19.82
27101 - Guard I	8.92
27102 - Guard II	10.08
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	16.58
28020 - Hatch Tender	16.58
28030 - Line Handler	16.58
28040 - Stevedore I	15.60
28050 - Stevedore II	17.58
29000 - Technical Occupations	
21150 - Graphic Artist	18.41
29010 - Air Traffic Control Specialist, Center (2)	30.50
29011 - Air Traffic Control Specialist, Station (2)	21.03
29012 - Air Traffic Control Specialist, Terminal (2)	23.16
29023 - Archeological Technician I	15.00
29024 - Archeological Technician II	16.80
29025 - Archeological Technician III	20.80
29030 - Cartographic Technician	20.80
29035 - Computer Based Training (CBT) Specialist/ Instructor	24.06
29040 - Civil Engineering Technician	21.71
29061 - Drafter I	13.55
29062 - Drafter II	15.00
29063 - Drafter III	16.79
29064 - Drafter IV	20.80
29081 - Engineering Technician I	12.61
29082 - Engineering Technician II	13.98
29083 - Engineering Technician III	15.65
29084 - Engineering Technician IV	19.37
29085 - Engineering Technician V	23.68
29086 - Engineering Technician VI	28.61
29090 - Environmental Technician	15.64
29100 - Flight Simulator/Instructor (Pilot)	27.62
29160 - Instructor	20.25
29210 - Laboratory Technician	14.06
29240 - Mathematical Technician	20.80
29361 - Paralegal/Legal Assistant I	17.18
29362 - Paralegal/Legal Assistant II	18.85
29363 - Paralegal/Legal Assistant III	23.05
29364 - Paralegal/Legal Assistant IV	27.90
29390 - Photooptics Technician	19.00
29480 - Technical writer	25.66
29491 - Unexploded Ordnance (UXO) Technician I	19.38
29492 - Unexploded Ordnance (UXO) Technician II	23.45
29493 - Unexploded Ordnance (UXO) Technician III	28.11
29494 - Unexploded (UXO) Safety Escort	19.38
29495 - Unexploded (UXO) Sweep Personnel	19.38
29620 - Weather Observer, Senior (3)	15.85
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	14.26
29622 - Weather Observer, Upper Air (3)	14.26
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	13.35
31260 - Parking and Lot Attendant	9.92
31290 - Shuttle Bus Driver	13.19
31300 - Taxi Driver	12.24
31361 - Truckdriver, Light Truck	12.97
31362 - Truckdriver, Medium Truck	14.15
31363 - Truckdriver, Heavy Truck	16.72
31364 - Truckdriver, Tractor-Trailer	16.72
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	10.14

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99030 - Cashier	8.50
99041 - Carnival Equipment Operator	11.89
99042 - Carnival Equipment Repairer	12.50
99043 - Carnival Worker	9.31
99050 - Desk Clerk	8.32
99095 - Embalmer	19.39
99300 - Lifeguard	10.19
99310 - Mortician	20.53
99350 - Park Attendant (Aide)	12.79
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.44
99500 - Recreation Specialist	11.54
99510 - Recycling Worker	9.87
99610 - Sales Clerk	10.56
99620 - School Crossing Guard (Crosswalk Attendant)	8.99
99630 - Sport Official	9.44
99658 - Survey Party Chief (Chief of Party)	15.14
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	11.85
99660 - Surveying Aide	8.64
99690 - Swimming Pool Operator	15.41
99720 - Vending Machine Attendant	12.85
99730 - Vending Machine Repairer	15.41
99740 - Vending Machine Repairer Helper	12.85

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.59 an hour or \$103.60 a week or \$448.93 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on

Sunday outside the normal tour of duty is considered overtime work).

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** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of wage and hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties)

contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process

the
request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
William W. Gross Director	Division of Wage Determinations
	Wage Determination No.: 1994-2071 Revision No.: 23 Date of Last Revision: 06/17/2004

State: California

Area: California County of Ventura

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	11.00
01012 - Accounting Clerk II	12.52
01013 - Accounting Clerk III	14.79
01014 - Accounting Clerk IV	16.80
01030 - Court Reporter	17.03
01050 - Dispatcher, Motor Vehicle	18.52
01060 - Document Preparation Clerk	13.50
01070 - Messenger (Courier)	9.17
01090 - Duplicating Machine Operator	12.52
01110 - Film/Tape Librarian	15.46
01115 - General Clerk I	9.67
01116 - General Clerk II	10.86
01117 - General Clerk III	13.40
01118 - General Clerk IV	16.07
01120 - Housing Referral Assistant	18.43
01131 - Key Entry Operator I	11.99
01132 - Key Entry Operator II	13.09
01191 - Order Clerk I	13.64
01192 - Order Clerk II	14.88
01261 - Personnel Assistant (Employment) I	13.04
01262 - Personnel Assistant (Employment) II	14.95
01263 - Personnel Assistant (Employment) III	17.57
01264 - Personnel Assistant (Employment) IV	19.75
01270 - Production Control Clerk	18.43
01290 - Rental Clerk	14.95
01300 - Scheduler, Maintenance	14.98
01311 - Secretary I	14.98
01312 - Secretary II	18.40
01313 - Secretary III	20.12
01314 - Secretary IV	22.59
01315 - Secretary V	25.03
01320 - Service Order Dispatcher	14.72
01341 - Stenographer I	13.52
01342 - Stenographer II	15.18
01400 - Supply Technician	22.59
01420 - Survey Worker (Interviewer)	16.80
01460 - Switchboard Operator-Receptionist	13.63
01510 - Test Examiner	18.40
01520 - Test Proctor	18.40
01531 - Travel Clerk I	10.69
01532 - Travel Clerk II	11.43
01533 - Travel Clerk III	12.05

01611 - Word Processor I	14.57
01612 - Word Processor II	16.35
01613 - Word Processor III	18.29
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	14.72
03041 - Computer Operator I	14.72
03042 - Computer Operator II	16.80
03043 - Computer Operator III	18.43
03044 - Computer Operator IV	20.68
03045 - Computer Operator V	22.90
03071 - Computer Programmer I (1)	18.29
03072 - Computer Programmer II (1)	23.91
03073 - Computer Programmer III (1)	27.62
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	27.62
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	14.72
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	21.08
05010 - Automotive Glass Installer	20.26
05040 - Automotive Worker	20.26
05070 - Electrician, Automotive	20.50
05100 - Mobile Equipment Servicer	18.29
05130 - Motor Equipment Metal Mechanic	21.97
05160 - Motor Equipment Metal Worker	20.26
05190 - Motor Vehicle Mechanic	21.08
05220 - Motor Vehicle Mechanic Helper	16.97
05250 - Motor Vehicle Upholstery Worker	19.40
05280 - Motor Vehicle Wrecker	20.26
05310 - Painter, Automotive	21.08
05340 - Radiator Repair Specialist	19.90
05370 - Tire Repairer	14.54
05400 - Transmission Repair Specialist	21.08
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	9.78
07010 - Baker	15.40
07041 - Cook I	14.48
07042 - Cook II	15.40
07070 - Dishwasher	9.78
07130 - Meat Cutter	14.84
07250 - Waiter/Waitress	10.83
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	18.45
09040 - Furniture Handler	11.72
09070 - Furniture Refinisher	17.35
09100 - Furniture Refinisher Helper	13.96
09110 - Furniture Repairer, Minor	16.18
09130 - Upholsterer	17.35
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	10.76
11060 - Elevator Operator	11.25
11090 - Gardener	15.99
11121 - House Keeping Aid I	8.97
11122 - House Keeping Aid II	9.96
11150 - Janitor	9.96
11210 - Laborer, Grounds Maintenance	12.46
11240 - Maid or Houseman	8.97
11270 - Pest Controller	15.00
11300 - Refuse Collector	13.63
11330 - Tractor Operator	16.32
11360 - Window Cleaner	11.23
12000 - Health Occupations	

12020 - Dental Assistant	14.43
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	15.29
12071 - Licensed Practical Nurse I	14.56
12072 - Licensed Practical Nurse II	16.35
12073 - Licensed Practical Nurse III	17.06
12100 - Medical Assistant	13.05
12130 - Medical Laboratory Technician	14.70
12160 - Medical Record Clerk	13.36
12190 - Medical Record Technician	14.88
12221 - Nursing Assistant I	8.86
12222 - Nursing Assistant II	9.96
12223 - Nursing Assistant III	10.41
12224 - Nursing Assistant IV	12.43
12250 - Pharmacy Technician	13.82
12280 - Phlebotomist	14.19
12311 - Registered Nurse I	23.27
12312 - Registered Nurse II	28.49
12313 - Registered Nurse II, Specialist	28.49
12314 - Registered Nurse III	34.45
12315 - Registered Nurse III, Anesthetist	34.45
12316 - Registered Nurse IV	44.30
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	14.86
13011 - Exhibits Specialist I	18.90
13012 - Exhibits Specialist II	23.46
13013 - Exhibits Specialist III	28.71
13041 - Illustrator I	18.90
13042 - Illustrator II	23.40
13043 - Illustrator III	29.04
13047 - Librarian	27.18
13050 - Library Technician	14.43
13071 - Photographer I	16.73
13072 - Photographer II	20.70
13073 - Photographer III	26.61
13074 - Photographer IV	33.44
13075 - Photographer V	35.67
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	7.94
15030 - Counter Attendant	7.94
15040 - Dry Cleaner	9.52
15070 - Finisher, Flatwork, Machine	7.94
15090 - Presser, Hand	7.94
15100 - Presser, Machine, Drycleaning	7.94
15130 - Presser, Machine, Shirts	7.94
15160 - Presser, Machine, Wearing Apparel, Laundry	7.94
15190 - Sewing Machine Operator	10.07
15220 - Tailor	10.63
15250 - Washer, Machine	8.45
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	17.35
19040 - Tool and Die Maker	20.27
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	17.21
21020 - Material Coordinator	16.92
21030 - Material Expediter	16.92
21040 - Material Handling Laborer	11.84
21050 - Order Filler	11.51
21071 - Forklift Operator	12.46
21080 - Production Line Worker (Food Processing)	13.08
21100 - Shipping/Receiving Clerk	12.89
21130 - Shipping Packer	12.89
21140 - Store Worker I	9.54
21150 - Stock Clerk (Shelf stocker; Store worker II)	13.62

21210 - Tools and Parts Attendant	13.89
21400 - Warehouse Specialist	13.89
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	20.71
23040 - Aircraft Mechanic Helper	14.51
23050 - Aircraft Quality Control Inspector	22.61
23060 - Aircraft Servicer	16.63
23070 - Aircraft Worker	17.37
23100 - Appliance Mechanic	18.45
23120 - Bicycle Repairer	14.54
23125 - Cable Splicer	20.78
23130 - Carpenter, Maintenance	22.40
23140 - Carpet Layer	17.33
23160 - Electrician, Maintenance	26.00
23181 - Electronics Technician, Maintenance I	19.39
23182 - Electronics Technician, Maintenance II	21.12
23183 - Electronics Technician, Maintenance III	25.87
23260 - Fabric Worker	16.18
23290 - Fire Alarm System Mechanic	19.60
23310 - Fire Extinguisher Repairer	15.05
23340 - Fuel Distribution System Mechanic	20.47
23370 - General Maintenance Worker	17.33
23400 - Heating, Refrigeration and Air Conditioning Mechanic	19.74
23430 - Heavy Equipment Mechanic	19.80
23440 - Heavy Equipment Operator	25.11
23460 - Instrument Mechanic	19.60
23470 - Laborer	13.40
23500 - Locksmith	18.45
23530 - Machinery Maintenance Mechanic	19.97
23550 - Machinist, Maintenance	21.56
23580 - Maintenance Trades Helper	13.96
23640 - Millwright	20.44
23700 - Office Appliance Repairer	18.45
23740 - Painter, Aircraft	20.49
23760 - Painter, Maintenance	18.45
23790 - Pipefitter, Maintenance	19.60
23800 - Plumber, Maintenance	18.45
23820 - Pneudraulic Systems Mechanic	19.60
23850 - Rigger	20.78
23870 - Scale Mechanic	17.44
23890 - Sheet-Metal Worker, Maintenance	19.60
23910 - Small Engine Mechanic	17.33
23930 - Telecommunication Mechanic I	19.76
23931 - Telecommunication Mechanic II	22.55
23950 - Telephone Lineman	19.85
23960 - Welder, Combination, Maintenance	19.60
23965 - Well Driller	20.86
23970 - Woodcraft Worker	19.60
23980 - Woodworker	15.05
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.03
24580 - Child Care Center Clerk	15.84
24600 - Chore Aid	9.71
24630 - Homemaker	15.90
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	20.74
25040 - Sewage Plant Operator	25.33
25070 - Stationary Engineer	22.07
25190 - Ventilation Equipment Tender	15.36
25210 - Water Treatment Plant Operator	23.68
27000 - Protective Service Occupations	
(not set) - Police Officer	30.60
27004 - Alarm Monitor	17.02

27006 - Corrections Officer	21.12
27010 - Court Security Officer	23.04
27040 - Detention Officer	21.12
27070 - Firefighter	23.78
27101 - Guard I	10.34
27102 - Guard II	13.45
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	19.76
28020 - Hatch Tender	17.80
28030 - Line Handler	17.80
28040 - Stevedore I	17.84
28050 - Stevedore II	20.30
29000 - Technical Occupations	
21150 - Graphic Artist	24.07
29010 - Air Traffic Control Specialist, Center (2)	31.95
29011 - Air Traffic Control Specialist, Station (2)	22.03
29012 - Air Traffic Control Specialist, Terminal (2)	24.27
29023 - Archeological Technician I	18.97
29024 - Archeological Technician II	21.21
29025 - Archeological Technician III	26.29
29030 - Cartographic Technician	26.29
29035 - Computer Based Training (CBT) Specialist/ Instructor	27.62
29040 - Civil Engineering Technician	26.22
29061 - Drafter I	16.70
29062 - Drafter II	18.97
29063 - Drafter III	21.21
29064 - Drafter IV	26.29
29081 - Engineering Technician I	15.16
29082 - Engineering Technician II	17.01
29083 - Engineering Technician III	19.03
29084 - Engineering Technician IV	23.57
29085 - Engineering Technician V	28.83
29086 - Engineering Technician VI	34.89
29090 - Environmental Technician	19.91
29100 - Flight Simulator/Instructor (Pilot)	33.42
29160 - Instructor	26.18
29210 - Laboratory Technician	17.85
29240 - Mathematical Technician	23.09
29361 - Paralegal/Legal Assistant I	18.99
29362 - Paralegal/Legal Assistant II	21.85
29363 - Paralegal/Legal Assistant III	26.74
29364 - Paralegal/Legal Assistant IV	32.32
29390 - Photooptics Technician	23.09
29480 - Technical Writer	28.62
29491 - Unexploded Ordnance (UXO) Technician I	20.98
29492 - Unexploded Ordnance (UXO) Technician II	25.39
29493 - Unexploded Ordnance (UXO) Technician III	30.43
29494 - Unexploded (UXO) Safety Escort	20.98
29495 - Unexploded (UXO) Sweep Personnel	20.98
29620 - Weather Observer, Senior (3)	20.69
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	18.63
29622 - Weather Observer, Upper Air (3)	18.63
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	15.43
31260 - Parking and Lot Attendant	9.82
31290 - Shuttle Bus Driver	13.95
31300 - Taxi Driver	10.70
31361 - Truckdriver, Light Truck	13.95
31362 - Truckdriver, Medium Truck	14.76
31363 - Truckdriver, Heavy Truck	18.66
31364 - Truckdriver, Tractor-Trailer	18.66
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	11.87

99030 - Cashier	12.11
99041 - Carnival Equipment Operator	13.59
99042 - Carnival Equipment Repairer	14.64
99043 - Carnival Worker	10.30
99050 - Desk Clerk	10.43
99095 - Embalmer	20.98
99300 - Lifeguard	11.03
99310 - Mortician	20.98
99350 - Park Attendant (Aide)	13.85
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	12.15
99500 - Recreation Specialist	13.82
99510 - Recycling Worker	17.94
99610 - Sales Clerk	11.24
99620 - School Crossing Guard (Crosswalk Attendant)	9.78
99630 - Sport Official	11.03
99658 - Survey Party Chief (Chief of Party)	19.97
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	16.25
99660 - Surveying Aide	11.85
99690 - Swimming Pool Operator	18.63
99720 - Vending Machine Attendant	15.61
99730 - Vending Machine Repairer	18.63
99740 - Vending Machine Repairer Helper	15.61

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.59 an hour or \$103.60 a week or \$448.93 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on

Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

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REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

William W. Gross Division of
Director Wage Determinations

Wage Determination No.: 1994-2069
Revision No.: 23
Date of Last Revision: 06/17/2004

State: California

Area: California Counties of Napa, Solano, Sonoma

****Fringe Benefits Required Follow the Occupational Listing****

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01014 - Accounting Clerk IV	18.53
01030 - Court Reporter	18.81
01050 - Dispatcher, Motor Vehicle	17.27
01060 - Document Preparation Clerk	13.86
01070 - Messenger (Courier)	10.79
01090 - Duplicating Machine Operator	13.07
01110 - Film/Tape Librarian	12.85
01115 - General Clerk I	12.10
01116 - General Clerk II	13.59
01117 - General Clerk III	15.52
01118 - General Clerk IV	17.41
01120 - Housing Referral Assistant	21.00
01131 - Key Entry Operator I	12.82
01132 - Key Entry Operator II	13.99
01191 - Order Clerk I	12.06
01192 - Order Clerk II	16.61
01261 - Personnel Assistant (Employment) I	15.04
01262 - Personnel Assistant (Employment) II	16.95
01263 - Personnel Assistant (Employment) III	17.93
01264 - Personnel Assistant (Employment) IV	22.23
01270 - Production Control Clerk	19.04
01290 - Rental Clerk	12.21
01300 - Scheduler, Maintenance	13.99
01311 - Secretary I	16.82
01312 - Secretary II	18.81
01313 - Secretary III	21.00
01314 - Secretary IV	24.06
01315 - Secretary V	26.47
01320 - Service Order Dispatcher	13.43
01341 - Stenographer I	13.16
01342 - Stenographer II	14.77
01400 - Supply Technician	24.06
01420 - Survey Worker (Interviewer)	14.39
01460 - Switchboard Operator-Receptionist	12.81
01510 - Test Examiner	17.27
01520 - Test Proctor	17.27
01531 - Travel Clerk I	11.04
01532 - Travel Clerk II	12.01
01533 - Travel Clerk III	13.01

01611 - Word Processor I	15.27
01612 - Word Processor II	17.15
01613 - Word Processor III	19.18
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	14.12
03041 - Computer Operator I	16.69
03042 - Computer Operator II	18.68
03043 - Computer Operator III	21.74
03044 - Computer Operator IV	23.13
03045 - Computer Operator V	25.63
03071 - Computer Programmer I (1)	19.56
03072 - Computer Programmer II (1)	25.84
03073 - Computer Programmer III (1)	27.62
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	27.62
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	14.93
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	20.40
05010 - Automotive Glass Installer	19.45
05040 - Automotive Worker	21.30
05070 - Electrician, Automotive	22.30
05100 - Mobile Equipment Servicer	19.38
05130 - Motor Equipment Metal Mechanic	23.26
05160 - Motor Equipment Metal Worker	21.30
05190 - Motor Vehicle Mechanic	23.26
05220 - Motor Vehicle Mechanic Helper	18.35
05250 - Motor Vehicle Upholstery Worker	20.34
05280 - Motor Vehicle Wrecker	21.30
05310 - Painter, Automotive	22.03
05340 - Radiator Repair Specialist	21.03
05370 - Tire Repairer	16.28
05400 - Transmission Repair Specialist	23.26
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	10.43
07010 - Baker	12.98
07041 - Cook I	14.63
07042 - Cook II	16.08
07070 - Dishwasher	9.34
07130 - Meat Cutter	17.25
07250 - Waiter/Waitress	9.76
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	19.81
09040 - Furniture Handler	14.29
09070 - Furniture Refinisher	19.81
09100 - Furniture Refinisher Helper	16.31
09110 - Furniture Repairer, Minor	18.07
09130 - Upholsterer	19.81
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	9.44
11060 - Elevator Operator	10.60
11090 - Gardener	13.87
11121 - House Keeping Aid I	11.25
11122 - House Keeping Aid II	11.25
11150 - Janitor	11.70
11210 - Laborer, Grounds Maintenance	12.63
11240 - Maid or Houseman	10.69
11270 - Pest Controller	15.29
11300 - Refuse Collector	11.15
11330 - Tractor Operator	13.89
11360 - Window Cleaner	12.63
12000 - Health Occupations	

12020 - Dental Assistant	14.53
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	14.49
12071 - Licensed Practical Nurse I	12.12
12072 - Licensed Practical Nurse II	13.59
12073 - Licensed Practical Nurse III	15.21
12100 - Medical Assistant	13.58
12130 - Medical Laboratory Technician	13.58
12160 - Medical Record Clerk	13.58
12190 - Medical Record Technician	14.89
12221 - Nursing Assistant I	9.95
12222 - Nursing Assistant II	11.21
12223 - Nursing Assistant III	12.21
12224 - Nursing Assistant IV	13.69
12250 - Pharmacy Technician	15.70
12280 - Phlebotomist	13.69
12311 - Registered Nurse I	20.16
12312 - Registered Nurse II	24.67
12313 - Registered Nurse II, Specialist	24.67
12314 - Registered Nurse III	29.87
12315 - Registered Nurse III, Anesthetist	29.87
12316 - Registered Nurse IV	35.76
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	23.40
13011 - Exhibits Specialist I	14.95
13012 - Exhibits Specialist II	21.32
13013 - Exhibits Specialist III	26.06
13041 - Illustrator I	16.29
13042 - Illustrator II	23.23
13043 - Illustrator III	28.40
13047 - Librarian	24.43
13050 - Library Technician	15.44
13071 - Photographer I	12.05
13072 - Photographer II	13.46
13073 - Photographer III	16.69
13074 - Photographer IV	20.42
13075 - Photographer V	24.71
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	8.10
15030 - Counter Attendant	8.10
15040 - Dry Cleaner	10.59
15070 - Finisher, Flatwork, Machine	8.10
15090 - Presser, Hand	8.10
15100 - Presser, Machine, Drycleaning	8.10
15130 - Presser, Machine, Shirts	8.10
15160 - Presser, Machine, Wearing Apparel, Laundry	8.10
15190 - Sewing Machine Operator	11.39
15220 - Tailor	12.20
15250 - Washer, Machine	8.94
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	19.04
19040 - Tool and Die Maker	22.59
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	18.24
21020 - Material Coordinator	19.01
21030 - Material Expediter	19.01
21040 - Material Handling Laborer	15.07
21050 - Order Filler	13.53
21071 - Forklift Operator	17.78
21080 - Production Line Worker (Food Processing)	17.78
21100 - Shipping/Receiving Clerk	17.59
21130 - Shipping Packer	17.59
21140 - Store Worker I	11.54
21150 - Stock Clerk (Shelf stocker; store worker II)	15.89

21210 - Tools and Parts Attendant	17.78
21400 - Warehouse Specialist	17.78
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	20.61
23040 - Aircraft Mechanic Helper	15.76
23050 - Aircraft Quality Control Inspector	22.46
23060 - Aircraft Servicer	18.07
23070 - Aircraft Worker	19.17
23100 - Appliance Mechanic	20.26
23120 - Bicycle Repairer	15.12
23125 - Cable Splicer	21.92
23130 - Carpenter, Maintenance	22.25
23140 - Carpet Layer	19.17
23160 - Electrician, Maintenance	26.16
23181 - Electronics Technician, Maintenance I	21.86
23182 - Electronics Technician, Maintenance II	23.11
23183 - Electronics Technician, Maintenance III	24.37
23260 - Fabric Worker	18.48
23290 - Fire Alarm System Mechanic	21.92
23310 - Fire Extinguisher Repairer	17.26
23340 - Fuel Distribution System Mechanic	23.50
23370 - General Maintenance Worker	16.55
23400 - Heating, Refrigeration and Air Conditioning Mechanic	21.16
23430 - Heavy Equipment Mechanic	22.96
23440 - Heavy Equipment Operator	23.50
23460 - Instrument Mechanic	21.36
23470 - Laborer	13.42
23500 - Locksmith	19.81
23530 - Machinery Maintenance Mechanic	21.36
23550 - Machinist, Maintenance	23.50
23580 - Maintenance Trades Helper	15.78
23640 - Millwright	22.75
23700 - Office Appliance Repairer	20.79
23740 - Painter, Aircraft	19.58
23760 - Painter, Maintenance	19.81
23790 - Pipefitter, Maintenance	22.48
23800 - Plumber, Maintenance	20.95
23820 - Pneudraulic Systems Mechanic	21.92
23850 - Rigger	21.92
23870 - Scale Mechanic	19.67
23890 - Sheet-Metal Worker, Maintenance	20.78
23910 - Small Engine Mechanic	19.17
23930 - Telecommunication Mechanic I	21.92
23931 - Telecommunication Mechanic II	22.83
23950 - Telephone Lineman	22.75
23960 - Welder, Combination, Maintenance	20.68
23965 - Well Driller	21.50
23970 - Woodcraft Worker	21.92
23980 - Woodworker	16.96
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	13.74
24580 - Child Care Center Clerk	17.13
24600 - Chore Aid	9.73
24630 - Homemaker	19.03
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	27.61
25040 - Sewage Plant Operator	24.77
25070 - Stationary Engineer	26.16
25190 - Ventilation Equipment Tender	17.94
25210 - Water Treatment Plant Operator	24.77
27000 - Protective Service Occupations	
(not set) - Police Officer	34.49
27004 - Alarm Monitor	11.68

27006 - Corrections Officer	26.05
27010 - Court Security Officer	29.27
27040 - Detention Officer	26.05
27070 - Firefighter	27.28
27101 - Guard I	11.43
27102 - Guard II	12.78
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	18.47
28020 - Hatch Tender	18.47
28030 - Line Handler	18.47
28040 - Stevedore I	17.64
28050 - Stevedore II	18.84
29000 - Technical Occupations	
21150 - Graphic Artist	22.70
29010 - Air Traffic Control Specialist, Center (2)	34.16
29011 - Air Traffic Control Specialist, Station (2)	23.55
29012 - Air Traffic Control Specialist, Terminal (2)	25.95
29023 - Archeological Technician I	14.71
29024 - Archeological Technician II	19.59
29025 - Archeological Technician III	24.28
29030 - Cartographic Technician	23.78
29035 - Computer Based Training (CBT) Specialist/ Instructor	30.38
29040 - Civil Engineering Technician	24.28
29061 - Drafter I	15.61
29062 - Drafter II	17.53
29063 - Drafter III	19.59
29064 - Drafter IV	24.28
29081 - Engineering Technician I	15.61
29082 - Engineering Technician II	18.03
29083 - Engineering Technician III	19.59
29084 - Engineering Technician IV	24.28
29085 - Engineering Technician V	29.69
29086 - Engineering Technician VI	35.94
29090 - Environmental Technician	20.76
29100 - Flight Simulator/Instructor (Pilot)	32.06
29160 - Instructor	24.99
29210 - Laboratory Technician	17.48
29240 - Mathematical Technician	24.28
29361 - Paralegal/Legal Assistant I	15.39
29362 - Paralegal/Legal Assistant II	22.64
29363 - Paralegal/Legal Assistant III	27.68
29364 - Paralegal/Legal Assistant IV	33.50
29390 - Photooptics Technician	21.12
29480 - Technical writer	28.59
29491 - Unexploded Ordnance (UXO) Technician I	21.71
29492 - Unexploded Ordnance (UXO) Technician II	26.26
29493 - Unexploded Ordnance (UXO) Technician III	31.48
29494 - Unexploded (UXO) Safety Escort	21.71
29495 - Unexploded (UXO) Sweep Personnel	21.71
29620 - Weather Observer, Senior (3)	21.38
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	20.10
29622 - Weather Observer, Upper Air (3)	20.10
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	14.38
31260 - Parking and Lot Attendant	11.51
31290 - Shuttle Bus Driver	15.97
31300 - Taxi Driver	14.22
31361 - Truckdriver, Light Truck	15.97
31362 - Truckdriver, Medium Truck	16.76
31363 - Truckdriver, Heavy Truck	19.51
31364 - Truckdriver, Tractor-Trailer	19.51
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	10.85

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99030 - Cashier	11.72
99041 - Carnival Equipment Operator	13.09
99042 - Carnival Equipment Repairer	13.81
99043 - Carnival Worker	10.58
99050 - Desk Clerk	12.16
99095 - Embalmer	21.71
99300 - Lifeguard	11.41
99310 - Mortician	23.06
99350 - Park Attendant (Aide)	14.33
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	11.24
99500 - Recreation Specialist	16.85
99510 - Recycling Worker	13.81
99610 - Sales Clerk	11.51
99620 - School Crossing Guard (Crosswalk Attendant)	10.56
99630 - Sport Official	11.41
99658 - Survey Party Chief (Chief of Party)	26.08
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	17.04
99660 - Surveying Aide	12.42
99690 - Swimming Pool Operator	14.54
99720 - Vending Machine Attendant	12.55
99730 - Vending Machine Repairer	14.54
99740 - Vending Machine Repairer Helper	12.55

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.59 an hour or \$103.60 a week or \$448.93 a month

VACATION: 1 week paid vacation after 6 months of service with a contractor or successor; 2 weeks after 1 year, 3 weeks after 5 years, and 4 weeks after 10 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time

employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

OCCUPATION NOTES:

Laundry, Drycleaning, Pressing and Related Occupations: The rates for the occupations in this category applies to Napa and Solano counties only. See Wage Determination 1981-1168 for the wage rates and fringe benefits for Sonoma county.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

William W. Gross Division of
Director Wage Determinations

Wage Determination No.: 1994-2067
Revision No.: 22
Date of Last Revision: 08/05/2004

State: California

Area: California Counties of Calaveras, San Joaquin, Stanislaus, Tuolumne

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	10.50
01012 - Accounting Clerk II	11.42
01013 - Accounting Clerk III	13.30
01014 - Accounting Clerk IV	14.63
01030 - Court Reporter	15.07
01050 - Dispatcher, Motor Vehicle	16.14
01060 - Document Preparation Clerk	12.50
01070 - Messenger (Courier)	9.84
01090 - Duplicating Machine Operator	12.50
01110 - Film/Tape Librarian	13.12
01115 - General Clerk I	10.00
01116 - General Clerk II	11.23
01117 - General Clerk III	13.13
01118 - General Clerk IV	14.70
01120 - Housing Referral Assistant	16.68
01131 - Key Entry Operator I	10.82
01132 - Key Entry Operator II	12.38
01191 - Order Clerk I	12.45
01192 - Order Clerk II	13.54
01261 - Personnel Assistant (Employment) I	12.42
01262 - Personnel Assistant (Employment) II	13.94
01263 - Personnel Assistant (Employment) III	15.60
01264 - Personnel Assistant (Employment) IV	16.64
01270 - Production Control Clerk	15.79
01290 - Rental Clerk	11.13
01300 - Scheduler, Maintenance	13.07
01311 - Secretary I	13.07
01312 - Secretary II	14.62
01313 - Secretary III	16.68
01314 - Secretary IV	18.52
01315 - Secretary V	20.53
01320 - Service Order Dispatcher	16.14
01341 - Stenographer I	12.00
01342 - Stenographer II	13.48
01400 - Supply Technician	18.52
01420 - Survey Worker (Interviewer)	14.89
01460 - Switchboard Operator-Receptionist	10.52
01510 - Test Examiner	14.62
01520 - Test Proctor	14.62
01531 - Travel Clerk I	11.43
01532 - Travel Clerk II	12.31
01533 - Travel Clerk III	13.23

01611 - Word Processor I	10.99
01612 - Word Processor II	11.98
01613 - Word Processor III	13.30
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	11.13
03041 - Computer Operator I	10.26
03042 - Computer Operator II	13.67
03043 - Computer Operator III	15.68
03044 - Computer Operator IV	17.40
03045 - Computer Operator V	19.26
03071 - Computer Programmer I (1)	15.71
03072 - Computer Programmer II (1)	19.05
03073 - Computer Programmer III (1)	23.00
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	20.51
03102 - Computer Systems Analyst II (1)	26.86
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	11.42
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	17.55
05010 - Automotive Glass Installer	17.14
05040 - Automotive Worker	15.81
05070 - Electrician, Automotive	16.32
05100 - Mobile Equipment Servicer	14.62
05130 - Motor Equipment Metal Mechanic	17.01
05160 - Motor Equipment Metal Worker	15.81
05190 - Motor Vehicle Mechanic	16.46
05220 - Motor Vehicle Mechanic Helper	13.94
05250 - Motor Vehicle Upholstery Worker	15.13
05280 - Motor Vehicle Wrecker	15.81
05310 - Painter, Automotive	16.32
05340 - Radiator Repair Specialist	15.81
05370 - Tire Repairer	14.13
05400 - Transmission Repair Specialist	17.01
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	9.09
07010 - Baker	13.25
07041 - Cook I	11.26
07042 - Cook II	12.29
07070 - Dishwasher	9.09
07130 - Meat Cutter	14.03
07250 - Waiter/Waitress	9.98
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	16.32
09040 - Furniture Handler	12.88
09070 - Furniture Refinisher	16.32
09100 - Furniture Refinisher Helper	13.94
09110 - Furniture Repairer, Minor	15.13
09130 - Upholsterer	16.32
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	10.00
11060 - Elevator Operator	10.00
11090 - Gardener	12.82
11121 - House Keeping Aid I	9.09
11122 - House Keeping Aid II	10.11
11150 - Janitor	10.31
11210 - Laborer, Grounds Maintenance	11.25
11240 - Maid or Houseman	8.98
11270 - Pest Controller	15.18
11300 - Refuse Collector	13.92
11330 - Tractor Operator	13.04
11360 - Window Cleaner	11.32
12000 - Health Occupations	

12020 - Dental Assistant	12.00
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.80
12071 - Licensed Practical Nurse I	13.33
12072 - Licensed Practical Nurse II	14.96
12073 - Licensed Practical Nurse III	16.73
12100 - Medical Assistant	12.21
12130 - Medical Laboratory Technician	14.96
12160 - Medical Record Clerk	10.09
12190 - Medical Record Technician	13.98
12221 - Nursing Assistant I	7.96
12222 - Nursing Assistant II	8.95
12223 - Nursing Assistant III	9.77
12224 - Nursing Assistant IV	10.96
12250 - Pharmacy Technician	15.19
12280 - Phlebotomist	12.36
12311 - Registered Nurse I	19.08
12312 - Registered Nurse II	23.35
12313 - Registered Nurse II, Specialist	23.35
12314 - Registered Nurse III	28.25
12315 - Registered Nurse III, Anesthetist	28.25
12316 - Registered Nurse IV	33.85
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	18.55
13011 - Exhibits Specialist I	16.79
13012 - Exhibits Specialist II	20.61
13013 - Exhibits Specialist III	22.91
13041 - Illustrator I	16.79
13042 - Illustrator II	20.54
13043 - Illustrator III	22.91
13047 - Librarian	24.01
13050 - Library Technician	14.67
13071 - Photographer I	12.40
13072 - Photographer II	13.67
13073 - Photographer III	17.04
13074 - Photographer IV	20.83
13075 - Photographer V	25.20
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	8.26
15030 - Counter Attendant	8.26
15040 - Dry Cleaner	10.81
15070 - Finisher, Flatwork, Machine	8.26
15090 - Presser, Hand	8.26
15100 - Presser, Machine, Drycleaning	8.26
15130 - Presser, Machine, Shirts	8.26
15160 - Presser, Machine, Wearing Apparel, Laundry	8.26
15190 - Sewing Machine Operator	11.73
15220 - Tailor	13.28
15250 - Washer, Machine	9.26
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	17.95
19040 - Tool and Die Maker	20.77
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	17.85
21020 - Material Coordinator	16.61
21030 - Material Expediter	16.61
21040 - Material Handling Laborer	12.57
21050 - Order Filler	12.01
21071 - Forklift Operator	15.24
21080 - Production Line Worker (Food Processing)	15.00
21100 - Shipping/Receiving Clerk	16.15
21130 - Shipping Packer	16.15
21140 - Store Worker I	11.91
21150 - Stock Clerk (Shelf stocker; Store worker II)	15.06

21210 - Tools and Parts Attendant	15.00
21400 - Warehouse Specialist	15.00
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	19.38
23040 - Aircraft Mechanic Helper	15.33
23050 - Aircraft Quality Control Inspector	20.08
23060 - Aircraft Servicer	16.89
23070 - Aircraft Worker	17.81
23100 - Appliance Mechanic	17.50
23120 - Bicycle Repairer	14.13
23125 - Cable Splicer	20.40
23130 - Carpenter, Maintenance	20.39
23140 - Carpet Layer	16.35
23160 - Electrician, Maintenance	22.76
23181 - Electronics Technician, Maintenance I	21.87
23182 - Electronics Technician, Maintenance II	22.79
23183 - Electronics Technician, Maintenance III	23.70
23260 - Fabric Worker	17.52
23290 - Fire Alarm System Mechanic	20.40
23310 - Fire Extinguisher Repairer	16.51
23340 - Fuel Distribution System Mechanic	20.40
23370 - General Maintenance Worker	16.57
23400 - Heating, Refrigeration and Air Conditioning Mechanic	19.52
23430 - Heavy Equipment Mechanic	20.52
23440 - Heavy Equipment Operator	20.85
23460 - Instrument Mechanic	20.58
23470 - Laborer	11.68
23500 - Locksmith	19.54
23530 - Machinery Maintenance Mechanic	20.30
23550 - Machinist, Maintenance	17.90
23580 - Maintenance Trades Helper	13.94
23640 - Millwright	21.18
23700 - Office Appliance Repairer	19.54
23740 - Painter, Aircraft	17.95
23760 - Painter, Maintenance	16.32
23790 - Pipefitter, Maintenance	20.55
23800 - Plumber, Maintenance	19.72
23820 - Pneudraulic Systems Mechanic	20.40
23850 - Rigger	20.40
23870 - Scale Mechanic	18.53
23890 - Sheet-Metal Worker, Maintenance	20.12
23910 - Small Engine Mechanic	17.39
23930 - Telecommunication Mechanic I	22.18
23931 - Telecommunication Mechanic II	23.07
23950 - Telephone Lineman	22.18
23960 - Welder, Combination, Maintenance	17.01
23965 - Well Driller	20.40
23970 - Woodcraft Worker	20.40
23980 - Woodworker	14.62
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.76
24580 - Child Care Center Clerk	13.98
24600 - Chore Aid	8.96
24630 - Homemaker	13.52
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	23.14
25040 - Sewage Plant Operator	22.21
25070 - Stationary Engineer	23.14
25190 - Ventilation Equipment Tender	15.49
25210 - Water Treatment Plant Operator	21.62
27000 - Protective Service Occupations	
(not set) - Police Officer	24.73
27004 - Alarm Monitor	13.53

27006 - Corrections Officer	20.60
27010 - Court Security Officer	20.60
27040 - Detention Officer	20.60
27070 - Firefighter	18.02
27101 - Guard I	9.36
27102 - Guard II	16.16
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	18.53
28020 - Hatch Tender	18.53
28030 - Line Handler	18.53
28040 - Stevedore I	17.41
28050 - Stevedore II	18.88
29000 - Technical Occupations	
21150 - Graphic Artist	15.18
29010 - Air Traffic Control Specialist, Center (2)	29.55
29011 - Air Traffic Control Specialist, Station (2)	20.53
29012 - Air Traffic Control Specialist, Terminal (2)	22.56
29023 - Archeological Technician I	15.34
29024 - Archeological Technician II	17.19
29025 - Archeological Technician III	21.27
29030 - Cartographic Technician	20.57
29035 - Computer Based Training (CBT) Specialist/ Instructor	20.52
29040 - Civil Engineering Technician	20.36
29061 - Drafter I	12.60
29062 - Drafter II	15.31
29063 - Drafter III	17.32
29064 - Drafter IV	21.27
29081 - Engineering Technician I	12.87
29082 - Engineering Technician II	15.64
29083 - Engineering Technician III	17.69
29084 - Engineering Technician IV	21.74
29085 - Engineering Technician V	24.15
29086 - Engineering Technician VI	29.22
29090 - Environmental Technician	16.83
29100 - Flight Simulator/Instructor (Pilot)	26.86
29160 - Instructor	20.16
29210 - Laboratory Technician	15.86
29240 - Mathematical Technician	18.51
29361 - Paralegal/Legal Assistant I	16.43
29362 - Paralegal/Legal Assistant II	20.82
29363 - Paralegal/Legal Assistant III	25.41
29364 - Paralegal/Legal Assistant IV	30.83
29390 - Photooptics Technician	16.86
29480 - Technical Writer	21.38
29491 - Unexploded Ordnance (UXO) Technician I	19.38
29492 - Unexploded Ordnance (UXO) Technician II	23.45
29493 - Unexploded Ordnance (UXO) Technician III	28.11
29494 - Unexploded (UXO) Safety Escort	19.38
29495 - Unexploded (UXO) Sweep Personnel	19.38
29620 - Weather Observer, Senior (3)	15.85
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	14.26
29622 - Weather Observer, Upper Air (3)	14.26
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	14.03
31260 - Parking and Lot Attendant	12.19
31290 - Shuttle Bus Driver	13.81
31300 - Taxi Driver	11.73
31361 - Truckdriver, Light Truck	13.55
31362 - Truckdriver, Medium Truck	14.15
31363 - Truckdriver, Heavy Truck	17.23
31364 - Truckdriver, Tractor-Trailer	17.23
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	10.17

99030 - Cashier	9.14
99041 - Carnival Equipment Operator	10.63
99042 - Carnival Equipment Repairer	11.08
99043 - Carnival Worker	9.09
99050 - Desk Clerk	9.76
99095 - Embalmer	19.38
99300 - Lifeguard	10.19
99310 - Mortician	19.38
99350 - Park Attendant (Aide)	12.79
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	10.19
99500 - Recreation Specialist	13.52
99510 - Recycling Worker	16.74
99610 - Sales Clerk	10.87
99620 - School Crossing Guard (Crosswalk Attendant)	10.00
99630 - Sport Official	10.19
99658 - Survey Party Chief (Chief of Party)	21.31
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	17.63
99660 - Surveying Aide	12.86
99690 - Swimming Pool Operator	12.09
99720 - Vending Machine Attendant	9.07
99730 - Vending Machine Repairer	12.09
99740 - Vending Machine Repairer Helper	10.00

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.59 an hour or \$103.60 a week or \$448.93 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on

Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties)

contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process

the
request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

William W. Gross Division of
Director Wage Determinations

Wage Determination No.: 1994-2063
Revision No.: 24
Date of Last Revision: 11/10/2004

State: California

Area: California Counties of San Luis Obispo, Santa Barbara

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	11.25
01012 - Accounting Clerk II	12.85
01013 - Accounting Clerk III	15.10
01014 - Accounting Clerk IV	16.87
01030 - Court Reporter	16.95
01050 - Dispatcher, Motor Vehicle	15.57
01060 - Document Preparation Clerk	11.67
01070 - Messenger (Courier)	11.52
01090 - Duplicating Machine Operator	11.67
01110 - Film/Tape Librarian	14.68
01115 - General Clerk I	10.50
01116 - General Clerk II	11.66
01117 - General Clerk III	14.08
01118 - General Clerk IV	16.03
01120 - Housing Referral Assistant	19.13
01131 - Key Entry Operator I	12.62
01132 - Key Entry Operator II	14.25
01191 - Order Clerk I	10.75
01192 - Order Clerk II	12.29
01261 - Personnel Assistant (Employment) I	14.23
01262 - Personnel Assistant (Employment) II	16.01
01263 - Personnel Assistant (Employment) III	17.48
01264 - Personnel Assistant (Employment) IV	19.59
01270 - Production Control Clerk	17.68
01290 - Rental Clerk	11.42
01300 - Scheduler, Maintenance	14.39
01311 - Secretary I	14.36
01312 - Secretary II	15.97
01313 - Secretary III	19.13
01314 - Secretary IV	20.47
01315 - Secretary V	21.85
01320 - Service Order Dispatcher	14.87
01341 - Stenographer I	14.20
01342 - Stenographer II	16.41
01400 - Supply Technician	20.31
01420 - Survey Worker (Interviewer)	17.33
01460 - Switchboard Operator-Receptionist	11.17
01510 - Test Examiner	15.97
01520 - Test Proctor	15.97
01531 - Travel Clerk I	10.44
01532 - Travel Clerk II	10.99
01533 - Travel Clerk III	11.67

01611 - Word Processor I	12.99
01612 - Word Processor II	15.63
01613 - Word Processor III	16.40
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	14.36
03041 - Computer Operator I	12.57
03042 - Computer Operator II	17.19
03043 - Computer Operator III	19.08
03044 - Computer Operator IV	21.18
03045 - Computer Operator V	23.51
03071 - Computer Programmer I (1)	17.86
03072 - Computer Programmer II (1)	24.33
03073 - Computer Programmer III (1)	27.62
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	27.62
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	12.57
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	22.41
05010 - Automotive Glass Installer	17.70
05040 - Automotive Worker	17.70
05070 - Electrician, Automotive	18.48
05100 - Mobile Equipment Servicer	16.12
05130 - Motor Equipment Metal Mechanic	19.23
05160 - Motor Equipment Metal Worker	17.70
05190 - Motor Vehicle Mechanic	18.35
05220 - Motor Vehicle Mechanic Helper	13.96
05250 - Motor Vehicle Upholstery Worker	16.83
05280 - Motor Vehicle Wrecker	17.70
05310 - Painter, Automotive	18.48
05340 - Radiator Repair Specialist	17.70
05370 - Tire Repairer	14.15
05400 - Transmission Repair Specialist	17.48
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	9.00
07010 - Baker	13.21
07041 - Cook I	12.02
07042 - Cook II	13.21
07070 - Dishwasher	9.00
07130 - Meat Cutter	16.94
07250 - Waiter/Waitress	9.95
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	16.80
09040 - Furniture Handler	12.16
09070 - Furniture Refinisher	18.37
09100 - Furniture Refinisher Helper	14.84
09110 - Furniture Repairer, Minor	16.80
09130 - Upholsterer	18.37
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	9.00
11060 - Elevator Operator	11.10
11090 - Gardener	14.05
11121 - House Keeping Aid I	8.11
11122 - House Keeping Aid II	9.22
11150 - Janitor	10.77
11210 - Laborer, Grounds Maintenance	11.64
11240 - Maid or Houseman	8.11
11270 - Pest Controller	15.43
11300 - Refuse Collector	15.84
11330 - Tractor Operator	13.38
11360 - Window Cleaner	11.91
12000 - Health Occupations	

12020 - Dental Assistant	16.59
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	14.10
12071 - Licensed Practical Nurse I	14.44
12072 - Licensed Practical Nurse II	16.20
12073 - Licensed Practical Nurse III	18.13
12100 - Medical Assistant	14.19
12130 - Medical Laboratory Technician	12.90
12160 - Medical Record Clerk	12.90
12190 - Medical Record Technician	13.53
12221 - Nursing Assistant I	8.31
12222 - Nursing Assistant II	9.35
12223 - Nursing Assistant III	10.20
12224 - Nursing Assistant IV	11.44
12250 - Pharmacy Technician	14.16
12280 - Phlebotomist	11.58
12311 - Registered Nurse I	21.37
12312 - Registered Nurse II	26.13
12313 - Registered Nurse II, Specialist	26.13
12314 - Registered Nurse III	31.59
12315 - Registered Nurse III, Anesthetist	31.59
12316 - Registered Nurse IV	37.87
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	22.59
13011 - Exhibits Specialist I	18.24
13012 - Exhibits Specialist II	22.77
13013 - Exhibits Specialist III	27.23
13041 - Illustrator I	18.24
13042 - Illustrator II	22.59
13043 - Illustrator III	25.34
13047 - Librarian	22.70
13050 - Library Technician	14.65
13071 - Photographer I	15.22
13072 - Photographer II	17.01
13073 - Photographer III	21.69
13074 - Photographer IV	24.47
13075 - Photographer V	29.01
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	7.87
15030 - Counter Attendant	7.87
15040 - Dry Cleaner	9.56
15070 - Finisher, Flatwork, Machine	8.30
15090 - Presser, Hand	8.30
15100 - Presser, Machine, Drycleaning	8.25
15130 - Presser, Machine, Shirts	8.30
15160 - Presser, Machine, Wearing Apparel, Laundry	8.30
15190 - Sewing Machine Operator	10.13
15220 - Tailor	12.02
15250 - Washer, Machine	8.36
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	18.22
19040 - Tool and Die Maker	21.53
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	17.65
21020 - Material Coordinator	17.11
21030 - Material Expediter	17.68
21040 - Material Handling Laborer	11.90
21050 - Order Filler	13.74
21071 - Forklift Operator	14.52
21080 - Production Line Worker (Food Processing)	14.84
21100 - Shipping/Receiving Clerk	12.17
21130 - Shipping Packer	12.83
21140 - Store Worker I	9.50
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	13.12

21210 - Tools and Parts Attendant	14.84
21400 - Warehouse Specialist	14.52
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	22.11
23040 - Aircraft Mechanic Helper	16.84
23050 - Aircraft Quality Control Inspector	23.03
23060 - Aircraft Servicer	19.44
23070 - Aircraft Worker	20.34
23100 - Appliance Mechanic	18.48
23120 - Bicycle Repairer	14.15
23125 - Cable Splicer	23.00
23130 - Carpenter, Maintenance	23.31
23140 - Carpet Layer	19.06
23160 - Electrician, Maintenance	23.91
23181 - Electronics Technician, Maintenance I	21.14
23182 - Electronics Technician, Maintenance II	23.05
23183 - Electronics Technician, Maintenance III	25.80
23260 - Fabric Worker	19.44
23290 - Fire Alarm System Mechanic	22.11
23310 - Fire Extinguisher Repairer	18.35
23340 - Fuel Distribution System Mechanic	23.13
23370 - General Maintenance Worker	17.70
23400 - Heating, Refrigeration and Air Conditioning Mechanic	20.04
23430 - Heavy Equipment Mechanic	19.44
23440 - Heavy Equipment Operator	23.98
23460 - Instrument Mechanic	22.11
23470 - Laborer	10.36
23500 - Locksmith	20.21
23530 - Machinery Maintenance Mechanic	23.06
23550 - Machinist, Maintenance	18.84
23580 - Maintenance Trades Helper	13.96
23640 - Millwright	22.11
23700 - Office Appliance Repairer	21.26
23740 - Painter, Aircraft	21.26
23760 - Painter, Maintenance	16.80
23790 - Pipefitter, Maintenance	24.20
23800 - Plumber, Maintenance	23.24
23820 - Pneudraulic Systems Mechanic	22.11
23850 - Rigger	22.11
23870 - Scale Mechanic	20.34
23890 - Sheet-Metal Worker, Maintenance	19.43
23910 - Small Engine Mechanic	20.34
23930 - Telecommunication Mechanic I	20.91
23931 - Telecommunication Mechanic II	21.52
23950 - Telephone Lineman	20.91
23960 - Welder, Combination, Maintenance	17.48
23965 - Well Driller	23.00
23970 - Woodcraft Worker	22.11
23980 - Woodworker	16.75
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.52
24580 - Child Care Center Clerk	13.83
24600 - Chore Aid	10.21
24630 - Homemaker	15.36
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	22.11
25040 - Sewage Plant Operator	21.11
25070 - Stationary Engineer	22.11
25190 - Ventilation Equipment Tender	16.84
25210 - Water Treatment Plant Operator	21.26
27000 - Protective Service Occupations	
(not set) - Police Officer	27.79
27004 - Alarm Monitor	14.49

27006 - Corrections Officer	23.42
27010 - Court Security Officer	23.42
27040 - Detention Officer	23.42
27070 - Firefighter	21.08
27101 - Guard I	9.92
27102 - Guard II	10.55
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	20.34
28020 - Hatch Tender	19.84
28030 - Line Handler	19.84
28040 - Stevedore I	19.44
28050 - Stevedore II	21.26
29000 - Technical Occupations	
21150 - Graphic Artist	19.99
29010 - Air Traffic Control Specialist, Center (2)	32.22
29011 - Air Traffic Control Specialist, Station (2)	22.23
29012 - Air Traffic Control Specialist, Terminal (2)	24.48
29023 - Archeological Technician I	16.06
29024 - Archeological Technician II	17.96
29025 - Archeological Technician III	22.26
29030 - Cartographic Technician	23.79
29035 - Computer Based Training (CBT) Specialist/ Instructor	27.29
29040 - Civil Engineering Technician	21.89
29061 - Drafter I	14.51
29062 - Drafter II	16.27
29063 - Drafter III	18.23
29064 - Drafter IV	22.26
29081 - Engineering Technician I	15.37
29082 - Engineering Technician II	17.90
29083 - Engineering Technician III	19.62
29084 - Engineering Technician IV	25.16
29085 - Engineering Technician V	30.88
29086 - Engineering Technician VI	37.37
29090 - Environmental Technician	20.59
29100 - Flight Simulator/Instructor (Pilot)	27.62
29160 - Instructor	23.29
29210 - Laboratory Technician	16.90
29240 - Mathematical Technician	20.98
29361 - Paralegal/Legal Assistant I	17.50
29362 - Paralegal/Legal Assistant II	22.35
29363 - Paralegal/Legal Assistant III	27.31
29364 - Paralegal/Legal Assistant IV	33.03
29390 - Photooptics Technician	22.86
29480 - Technical writer	25.95
29491 - Unexploded Ordnance (UXO) Technician I	20.48
29492 - Unexploded Ordnance (UXO) Technician II	24.78
29493 - Unexploded Ordnance (UXO) Technician III	29.70
29494 - Unexploded (UXO) Safety Escort	20.48
29495 - Unexploded (UXO) Sweep Personnel	20.48
29620 - Weather Observer, Senior (3)	19.54
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	17.58
29622 - Weather Observer, Upper Air (3)	17.58
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	16.61
31260 - Parking and Lot Attendant	8.34
31290 - Shuttle Bus Driver	11.76
31300 - Taxi Driver	11.21
31361 - Truckdriver, Light Truck	11.76
31362 - Truckdriver, Medium Truck	16.91
31363 - Truckdriver, Heavy Truck	16.93
31364 - Truckdriver, Tractor-Trailer	16.93
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	11.35

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99030 - Cashier	9.48
99041 - Carnival Equipment Operator	15.15
99042 - Carnival Equipment Repairer	15.89
99043 - Carnival Worker	10.35
99050 - Desk Clerk	10.52
99095 - Embalmer	20.48
99300 - Lifeguard	10.76
99310 - Mortician	20.48
99350 - Park Attendant (Aide)	13.52
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	13.10
99500 - Recreation Specialist	14.57
99510 - Recycling Worker	18.34
99610 - Sales Clerk	10.57
99620 - School Crossing Guard (Crosswalk Attendant)	10.51
99630 - Sport Official	10.76
99658 - Survey Party Chief (Chief of Party)	21.88
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	19.76
99660 - Surveying Aide	14.41
99690 - Swimming Pool Operator	16.61
99720 - Vending Machine Attendant	15.10
99730 - Vending Machine Repairer	17.43
99740 - Vending Machine Repairer Helper	15.10

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.59 an hour or \$103.60 a week or \$448.93 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek,

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you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Under the policy and guidance contained in All Agency Memorandum No. 159, the wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of wage and Hour, issuance of a wage determination, incorporation of

the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or

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disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
William W. Gross Director	Division of Wage Determinations
	Wage Determination No.: 1994-2061 Revision No.: 21 Date of Last Revision: 06/17/2004

State: California

Area: California Counties of Santa Clara, Santa Cruz

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	12.96
01012 - Accounting Clerk II	14.14
01013 - Accounting Clerk III	15.93
01014 - Accounting Clerk IV	18.53
01030 - Court Reporter	20.19
01050 - Dispatcher, Motor Vehicle	16.67
01060 - Document Preparation Clerk	15.45
01070 - Messenger (Courier)	12.34
01090 - Duplicating Machine Operator	15.45
01110 - Film/Tape Librarian	15.40
01115 - General Clerk I	12.21
01116 - General Clerk II	13.71
01117 - General Clerk III	15.48
01118 - General Clerk IV	16.99
01120 - Housing Referral Assistant	22.50
01131 - Key Entry Operator I	12.88
01132 - Key Entry Operator II	15.55
01191 - Order Clerk I	14.83
01192 - Order Clerk II	16.18
01261 - Personnel Assistant (Employment) I	13.55
01262 - Personnel Assistant (Employment) II	15.20
01263 - Personnel Assistant (Employment) III	17.55
01264 - Personnel Assistant (Employment) IV	20.41
01270 - Production Control Clerk	19.88
01290 - Rental Clerk	13.30
01300 - Scheduler, Maintenance	16.07
01311 - Secretary I	16.09
01312 - Secretary II	20.19
01313 - Secretary III	22.50
01314 - Secretary IV	26.11
01315 - Secretary V	29.33
01320 - Service Order Dispatcher	13.30
01341 - Stenographer I	14.32
01342 - Stenographer II	16.14
01400 - Supply Technician	26.11
01420 - Survey Worker (Interviewer)	13.51
01460 - Switchboard Operator-Receptionist	12.81
01510 - Test Examiner	20.19
01520 - Test Proctor	20.19
01531 - Travel Clerk I	12.92
01532 - Travel Clerk II	14.07
01533 - Travel Clerk III	15.18

01611 - Word Processor I	15.27
01612 - Word Processor II	17.15
01613 - Word Processor III	19.18
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	15.93
03041 - Computer Operator I	15.93
03042 - Computer Operator II	17.88
03043 - Computer Operator III	21.13
03044 - Computer Operator IV	23.59
03045 - Computer Operator V	26.13
03071 - Computer Programmer I (1)	19.56
03072 - Computer Programmer II (1)	25.48
03073 - Computer Programmer III (1)	27.62
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	26.62
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	15.93
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	19.80
05010 - Automotive Glass Installer	17.72
05040 - Automotive Worker	19.41
05070 - Electrician, Automotive	20.32
05100 - Mobile Equipment Servicer	17.66
05130 - Motor Equipment Metal Mechanic	21.21
05160 - Motor Equipment Metal Worker	19.41
05190 - Motor Vehicle Mechanic	21.21
05220 - Motor Vehicle Mechanic Helper	16.73
05250 - Motor Vehicle Upholstery Worker	18.55
05280 - Motor Vehicle Wrecker	19.41
05310 - Painter, Automotive	20.32
05340 - Radiator Repair Specialist	19.41
05370 - Tire Repairer	14.48
05400 - Transmission Repair Specialist	21.21
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	10.27
07010 - Baker	12.55
07041 - Cook I	13.37
07042 - Cook II	14.74
07070 - Dishwasher	9.34
07130 - Meat Cutter	17.14
07250 - Waiter/Waitress	9.68
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	20.21
09040 - Furniture Handler	14.58
09070 - Furniture Refinisher	20.21
09100 - Furniture Refinisher Helper	16.64
09110 - Furniture Repairer, Minor	18.45
09130 - Upholsterer	20.21
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	9.47
11060 - Elevator Operator	10.27
11090 - Gardener	14.75
11121 - House Keeping Aid I	10.37
11122 - House Keeping Aid II	10.37
11150 - Janitor	11.30
11210 - Laborer, Grounds Maintenance	12.24
11240 - Maid or Houseman	10.37
11270 - Pest Controller	15.19
11300 - Refuse Collector	11.30
11330 - Tractor Operator	13.99
11360 - Window Cleaner	12.24
12000 - Health Occupations	

12020 - Dental Assistant	16.59
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	15.69
12071 - Licensed Practical Nurse I	13.06
12072 - Licensed Practical Nurse II	14.65
12073 - Licensed Practical Nurse III	16.40
12100 - Medical Assistant	14.65
12130 - Medical Laboratory Technician	14.65
12160 - Medical Record Clerk	14.65
12190 - Medical Record Technician	17.92
12221 - Nursing Assistant I	10.42
12222 - Nursing Assistant II	11.72
12223 - Nursing Assistant III	12.79
12224 - Nursing Assistant IV	14.35
12250 - Pharmacy Technician	15.25
12280 - Phlebotomist	14.35
12311 - Registered Nurse I	21.81
12312 - Registered Nurse II	26.66
12313 - Registered Nurse II, Specialist	26.66
12314 - Registered Nurse III	32.25
12315 - Registered Nurse III, Anesthetist	32.25
12316 - Registered Nurse IV	38.68
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	21.77
13011 - Exhibits Specialist I	21.72
13012 - Exhibits Specialist II	23.68
13013 - Exhibits Specialist III	28.90
13041 - Illustrator I	21.68
13042 - Illustrator II	23.58
13043 - Illustrator III	28.84
13047 - Librarian	28.15
13050 - Library Technician	16.36
13071 - Photographer I	16.49
13072 - Photographer II	19.73
13073 - Photographer III	21.47
13074 - Photographer IV	26.25
13075 - Photographer V	31.76
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	8.87
15030 - Counter Attendant	8.87
15040 - Dry Cleaner	11.86
15070 - Finisher, Flatwork, Machine	8.87
15090 - Presser, Hand	8.87
15100 - Presser, Machine, Drycleaning	8.87
15130 - Presser, Machine, Shirts	8.87
15160 - Presser, Machine, Wearing Apparel, Laundry	8.87
15190 - Sewing Machine Operator	12.93
15220 - Tailor	13.99
15250 - Washer, Machine	9.96
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	21.96
19040 - Tool and Die Maker	25.80
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	17.58
21020 - Material Coordinator	19.76
21030 - Material Expediter	19.76
21040 - Material Handling Laborer	12.69
21050 - Order Filler	13.89
21071 - Forklift Operator	15.40
21080 - Production Line Worker (Food Processing)	15.40
21100 - Shipping/Receiving Clerk	14.40
21130 - Shipping Packer	13.18
21140 - Store Worker I	11.54
21150 - Stock Clerk (Shelf stocker; Store worker II)	15.84

21210 - Tools and Parts Attendant	15.40
21400 - Warehouse Specialist	15.40
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	23.05
23040 - Aircraft Mechanic Helper	17.11
23050 - Aircraft Quality Control Inspector	23.72
23060 - Aircraft Servicer	19.26
23070 - Aircraft Worker	20.43
23100 - Appliance Mechanic	21.37
23120 - Bicycle Repairer	15.44
23125 - Cable Splicer	22.77
23130 - Carpenter, Maintenance	22.77
23140 - Carpet Layer	20.43
23160 - Electrician, Maintenance	26.69
23181 - Electronics Technician, Maintenance I	16.91
23182 - Electronics Technician, Maintenance II	23.11
23183 - Electronics Technician, Maintenance III	26.61
23260 - Fabric Worker	19.26
23290 - Fire Alarm System Mechanic	22.77
23310 - Fire Extinguisher Repairer	18.05
23340 - Fuel Distribution System Mechanic	24.66
23370 - General Maintenance Worker	15.09
23400 - Heating, Refrigeration and Air Conditioning Mechanic	23.89
23430 - Heavy Equipment Mechanic	23.16
23440 - Heavy Equipment Operator	24.17
23460 - Instrument Mechanic	22.77
23470 - Laborer	12.42
23500 - Locksmith	23.76
23530 - Machinery Maintenance Mechanic	23.22
23550 - Machinist, Maintenance	24.33
23580 - Maintenance Trades Helper	16.64
23640 - Millwright	24.42
23700 - Office Appliance Repairer	21.60
23740 - Painter, Aircraft	21.32
23760 - Painter, Maintenance	20.21
23790 - Pipefitter, Maintenance	25.53
23800 - Plumber, Maintenance	24.44
23820 - Pneudraulic Systems Mechanic	22.77
23850 - Rigger	21.10
23870 - Scale Mechanic	20.43
23890 - Sheet-Metal Worker, Maintenance	23.88
23910 - Small Engine Mechanic	19.31
23930 - Telecommunication Mechanic I	22.32
23931 - Telecommunication Mechanic II	23.87
23950 - Telephone Lineman	22.26
23960 - Welder, Combination, Maintenance	21.10
23965 - Well Driller	22.77
23970 - Woodcraft Worker	22.77
23980 - Woodworker	17.58
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.19
24580 - Child Care Center Clerk	10.41
24600 - Chore Aid	9.46
24630 - Homemaker	11.98
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	27.96
25040 - Sewage Plant Operator	23.09
25070 - Stationary Engineer	26.39
25190 - Ventilation Equipment Tender	19.88
25210 - Water Treatment Plant Operator	22.43
27000 - Protective Service Occupations	
(not set) - Police Officer	34.49
27004 - Alarm Monitor	12.18

27006 - Corrections Officer	26.05
27010 - Court Security Officer	29.27
27040 - Detention Officer	26.05
27070 - Firefighter	27.28
27101 - Guard I	11.37
27102 - Guard II	12.72
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	17.22
28020 - Hatch Tender	17.22
28030 - Line Handler	17.22
28040 - Stevedore I	16.46
28050 - Stevedore II	18.00
29000 - Technical Occupations	
21150 - Graphic Artist	26.12
29010 - Air Traffic Control Specialist, Center (2)	34.16
29011 - Air Traffic Control Specialist, Station (2)	23.55
29012 - Air Traffic Control Specialist, Terminal (2)	25.95
29023 - Archeological Technician I	13.37
29024 - Archeological Technician II	14.95
29025 - Archeological Technician III	18.52
29030 - Cartographic Technician	20.37
29035 - Computer Based Training (CBT) Specialist/ Instructor	28.15
29040 - Civil Engineering Technician	22.41
29061 - Drafter I	16.50
29062 - Drafter II	18.52
29063 - Drafter III	22.19
29064 - Drafter IV	24.13
29081 - Engineering Technician I	15.61
29082 - Engineering Technician II	18.23
29083 - Engineering Technician III	20.63
29084 - Engineering Technician IV	25.27
29085 - Engineering Technician V	30.91
29086 - Engineering Technician VI	35.02
29090 - Environmental Technician	22.94
29100 - Flight Simulator/Instructor (Pilot)	31.53
29160 - Instructor	25.45
29210 - Laboratory Technician	18.11
29240 - Mathematical Technician	24.95
29361 - Paralegal/Legal Assistant I	20.32
29362 - Paralegal/Legal Assistant II	23.04
29363 - Paralegal/Legal Assistant III	28.08
29364 - Paralegal/Legal Assistant IV	34.06
29390 - Photooptics Technician	22.54
29480 - Technical writer	31.70
29491 - Unexploded Ordnance (UXO) Technician I	21.71
29492 - Unexploded Ordnance (UXO) Technician II	26.26
29493 - Unexploded Ordnance (UXO) Technician III	31.48
29494 - Unexploded (UXO) Safety Escort	21.71
29495 - Unexploded (UXO) Sweep Personnel	21.71
29620 - Weather Observer, Senior (3)	21.48
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	19.35
29622 - Weather Observer, Upper Air (3)	19.35
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	11.81
31260 - Parking and Lot Attendant	8.35
31290 - Shuttle Bus Driver	11.24
31300 - Taxi Driver	10.64
31361 - Truckdriver, Light Truck	12.20
31362 - Truckdriver, Medium Truck	12.82
31363 - Truckdriver, Heavy Truck	20.16
31364 - Truckdriver, Tractor-Trailer	20.16
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	10.13

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99030 - Cashier	8.15
99041 - Carnival Equipment Operator	13.09
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99050 - Desk Clerk	9.19
99095 - Embalmer	21.71
99300 - Lifeguard	8.17
99310 - Mortician	21.71
99350 - Park Attendant (Aide)	10.29
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.17
99500 - Recreation Specialist	12.63
99510 - Recycling Worker	13.98
99610 - Sales Clerk	8.17
99620 - School Crossing Guard (Crosswalk Attendant)	9.74
99630 - Sport Official	8.17
99658 - Survey Party Chief (Chief of Party)	14.75
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	9.35
99660 - Surveying Aide	7.41
99690 - Swimming Pool Operator	14.48
99720 - Vending Machine Attendant	12.47
99730 - Vending Machine Repairer	14.48
99740 - Vending Machine Repairer Helper	12.47

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- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek,

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you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as
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amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

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When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
William W. Gross Director	Division of Wage Determinations
	Wage Determination No.: 1994-2059 Revision No.: 24 Date of Last Revision: 06/17/2004

State: California

Area: California Counties of Marin, San Francisco, San Mateo
OCCUPATION NOTE:

Janitor: The rate for the Janitor occupation applies to Marin and San Mateo Counties Only. See Wage Determination 1974-1257 for wage rates and fringe benefits for San Francisco County.

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	12.96
01012 - Accounting Clerk II	14.14
01013 - Accounting Clerk III	15.93
01014 - Accounting Clerk IV	18.53
01030 - Court Reporter	20.98
01050 - Dispatcher, Motor Vehicle	18.91
01060 - Document Preparation Clerk	14.10
01070 - Messenger (Courier)	14.20
01090 - Duplicating Machine Operator	12.82
01110 - Film/Tape Librarian	18.40
01115 - General Clerk I	12.62
01116 - General Clerk II	14.19
01117 - General Clerk III	16.21
01118 - General Clerk IV	19.60
01120 - Housing Referral Assistant	21.16
01131 - Key Entry Operator I	12.39
01132 - Key Entry Operator II	15.79
01191 - Order Clerk I	13.26
01192 - Order Clerk II	16.61
01261 - Personnel Assistant (Employment) I	14.29
01262 - Personnel Assistant (Employment) II	16.06
01263 - Personnel Assistant (Employment) III	19.83
01264 - Personnel Assistant (Employment) IV	22.23
01270 - Production Control Clerk	20.06
01290 - Rental Clerk	17.66
01300 - Scheduler, Maintenance	17.78
01311 - Secretary I	17.78
01312 - Secretary II	19.67
01313 - Secretary III	21.16
01314 - Secretary IV	23.49
01315 - Secretary V	28.36
01320 - Service Order Dispatcher	18.59
01341 - Stenographer I	19.69
01342 - Stenographer II	22.67
01400 - Supply Technician	23.49

01420 - Survey Worker (Interviewer)	14.84
01460 - Switchboard Operator-Receptionist	12.81
01510 - Test Examiner	19.67
01520 - Test Proctor	19.67
01531 - Travel Clerk I	12.74
01532 - Travel Clerk II	13.68
01533 - Travel Clerk III	14.88
01611 - Word Processor I	15.27
01612 - Word Processor II	17.15
01613 - Word Processor III	20.32
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	16.95
03041 - Computer Operator I	16.95
03042 - Computer Operator II	18.95
03043 - Computer Operator III	21.74
03044 - Computer Operator IV	23.59
03045 - Computer Operator V	26.13
03071 - Computer Programmer I (1)	20.12
03072 - Computer Programmer II (1)	27.41
03073 - Computer Programmer III (1)	27.62
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	27.62
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	16.95
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	21.67
05010 - Automotive Glass Installer	20.82
05040 - Automotive Worker	22.80
05070 - Electrician, Automotive	23.86
05100 - Mobile Equipment Servicer	20.76
05130 - Motor Equipment Metal Mechanic	24.92
05160 - Motor Equipment Metal Worker	22.80
05190 - Motor Vehicle Mechanic	24.71
05220 - Motor Vehicle Mechanic Helper	19.48
05250 - Motor Vehicle Upholstery Worker	21.79
05280 - Motor Vehicle Wrecker	22.80
05310 - Painter, Automotive	23.86
05340 - Radiator Repair Specialist	22.80
05370 - Tire Repairer	17.44
05400 - Transmission Repair Specialist	24.92
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	12.45
07010 - Baker	18.24
07041 - Cook I	13.60
07042 - Cook II	18.24
07070 - Dishwasher	12.45
07130 - Meat Cutter	18.24
07250 - Waiter/Waitress	13.50
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	21.82
09040 - Furniture Handler	15.17
09070 - Furniture Refinisher	21.82
09100 - Furniture Refinisher Helper	17.82
09110 - Furniture Repairer, Minor	19.37
09130 - Upholsterer	21.82
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	12.45
11060 - Elevator Operator	12.62
11090 - Gardener	17.75
11121 - House Keeping Aid I	12.10
11122 - House Keeping Aid II	23.20
11150 - Janitor	14.89

11210 - Laborer, Grounds Maintenance	17.04
11240 - Maid or Houseman	12.10
11270 - Pest Controller	18.30
11300 - Refuse Collector	18.34
11330 - Tractor Operator	17.93
11360 - Window Cleaner	16.07
12000 - Health Occupations	
12020 - Dental Assistant	15.08
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	19.38
12071 - Licensed Practical Nurse I	13.06
12072 - Licensed Practical Nurse II	14.65
12073 - Licensed Practical Nurse III	16.40
12100 - Medical Assistant	15.36
12130 - Medical Laboratory Technician	16.32
12160 - Medical Record Clerk	15.33
12190 - Medical Record Technician	18.71
12221 - Nursing Assistant I	10.61
12222 - Nursing Assistant II	11.93
12223 - Nursing Assistant III	13.01
12224 - Nursing Assistant IV	14.61
12250 - Pharmacy Technician	16.81
12280 - Phlebotomist	14.84
12311 - Registered Nurse I	29.23
12312 - Registered Nurse II	35.11
12313 - Registered Nurse II, Specialist	35.11
12314 - Registered Nurse III	43.36
12315 - Registered Nurse III, Anesthetist	43.36
12316 - Registered Nurse IV	47.87
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	23.40
13011 - Exhibits Specialist I	23.11
13012 - Exhibits Specialist II	27.20
13013 - Exhibits Specialist III	32.74
13041 - Illustrator I	21.52
13042 - Illustrator II	25.32
13043 - Illustrator III	30.51
13047 - Librarian	29.78
13050 - Library Technician	17.22
13071 - Photographer I	18.74
13072 - Photographer II	20.97
13073 - Photographer III	24.65
13074 - Photographer IV	29.71
13075 - Photographer V	35.95
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	10.65
15030 - Counter Attendant	10.65
15040 - Dry Cleaner	13.82
15070 - Finisher, Flatwork, Machine	10.65
15090 - Presser, Hand	10.65
15100 - Presser, Machine, Drycleaning	10.65
15130 - Presser, Machine, Shirts	10.65
15160 - Presser, Machine, Wearing Apparel, Laundry	10.65
15190 - Sewing Machine Operator	14.43
15220 - Tailor	15.04
15250 - Washer, Machine	11.76
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	22.25
19040 - Tool and Die Maker	26.20
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	19.62
21020 - Material Coordinator	20.06
21030 - Material Expediter	20.06
21040 - Material Handling Laborer	16.23

21050 - Order Filler	15.31
21071 - Forklift Operator	17.78
21080 - Production Line Worker (Food Processing)	17.78
21100 - Shipping/Receiving Clerk	17.79
21130 - Shipping Packer	16.84
21140 - Store Worker I	11.54
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	15.89
21210 - Tools and Parts Attendant	17.78
21400 - Warehouse Specialist	17.78
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	24.33
23040 - Aircraft Mechanic Helper	17.69
23050 - Aircraft Quality Control Inspector	25.57
23060 - Aircraft Servicer	20.51
23070 - Aircraft Worker	21.83
23100 - Appliance Mechanic	21.82
23120 - Bicycle Repairer	18.57
23125 - Cable Splicer	24.33
23130 - Carpenter, Maintenance	25.59
23140 - Carpet Layer	22.71
23160 - Electrician, Maintenance	32.25
23181 - Electronics Technician, Maintenance I	21.86
23182 - Electronics Technician, Maintenance II	26.17
23183 - Electronics Technician, Maintenance III	28.20
23260 - Fabric Worker	20.38
23290 - Fire Alarm System Mechanic	26.76
23310 - Fire Extinguisher Repairer	20.75
23340 - Fuel Distribution System Mechanic	24.92
23370 - General Maintenance Worker	20.64
23400 - Heating, Refrigeration and Air Conditioning Mechanic	23.00
23430 - Heavy Equipment Mechanic	23.54
23440 - Heavy Equipment Operator	26.05
23460 - Instrument Mechanic	24.33
23470 - Laborer	15.56
23500 - Locksmith	21.82
23530 - Machinery Maintenance Mechanic	23.00
23550 - Machinist, Maintenance	24.33
23580 - Maintenance Trades Helper	16.99
23640 - Millwright	24.33
23700 - Office Appliance Repairer	23.08
23740 - Painter, Aircraft	21.51
23760 - Painter, Maintenance	21.82
23790 - Pipefitter, Maintenance	29.19
23800 - Plumber, Maintenance	28.87
23820 - Pneudraulic Systems Mechanic	24.92
23850 - Rigger	23.00
23870 - Scale Mechanic	22.80
23890 - Sheet-Metal Worker, Maintenance	27.86
23910 - Small Engine Mechanic	20.64
23930 - Telecommunication Mechanic I	24.33
23931 - Telecommunication Mechanic II	27.12
23950 - Telephone Lineman	23.11
23960 - welder, Combination, Maintenance	23.00
23965 - well Driller	24.04
23970 - woodcraft Worker	24.33
23980 - woodworker	18.27
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.55
24580 - Child Care Center Clerk	16.73
24600 - Chore Aid	11.40
24630 - Homemaker	15.09
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	29.76

25040 - Sewage Plant Operator	25.67
25070 - Stationary Engineer	29.76
25190 - Ventilation Equipment Tender	21.64
25210 - Water Treatment Plant Operator	25.23
27000 - Protective Service Occupations	
(not set) - Police Officer	34.49
27004 - Alarm Monitor	18.56
27006 - Corrections Officer	26.05
27010 - Court Security Officer	29.27
27040 - Detention Officer	26.05
27070 - Firefighter	27.28
27101 - Guard I	11.62
27102 - Guard II	19.51
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	22.70
28020 - Hatch Tender	22.70
28030 - Line Handler	22.70
28040 - Stevedore I	21.49
28050 - Stevedore II	23.55
29000 - Technical Occupations	
21150 - Graphic Artist	25.54
29010 - Air Traffic Control Specialist, Center (2)	34.16
29011 - Air Traffic Control Specialist, Station (2)	23.55
29012 - Air Traffic Control Specialist, Terminal (2)	25.95
29023 - Archeological Technician I	21.08
29024 - Archeological Technician II	24.34
29025 - Archeological Technician III	30.12
29030 - Cartographic Technician	26.41
29035 - Computer Based Training (CBT) Specialist/ Instructor	30.38
29040 - Civil Engineering Technician	25.69
29061 - Drafter I	20.34
29062 - Drafter II	22.89
29063 - Drafter III	25.61
29064 - Drafter IV	30.12
29081 - Engineering Technician I	16.90
29082 - Engineering Technician II	18.96
29083 - Engineering Technician III	20.63
29084 - Engineering Technician IV	25.27
29085 - Engineering Technician V	30.91
29086 - Engineering Technician VI	35.00
29090 - Environmental Technician	22.36
29100 - Flight Simulator/Instructor (Pilot)	34.22
29160 - Instructor	24.81
29210 - Laboratory Technician	22.38
29240 - Mathematical Technician	26.60
29361 - Paralegal/Legal Assistant I	19.29
29362 - Paralegal/Legal Assistant II	22.89
29363 - Paralegal/Legal Assistant III	27.96
29364 - Paralegal/Legal Assistant IV	33.88
29390 - Photooptics Technician	25.74
29480 - Technical Writer	31.70
29491 - Unexploded Ordnance (UXO) Technician I	21.71
29492 - Unexploded Ordnance (UXO) Technician II	26.26
29493 - Unexploded Ordnance (UXO) Technician III	31.48
29494 - Unexploded (UXO) Safety Escort	21.71
29495 - Unexploded (UXO) Sweep Personnel	21.71
29620 - Weather Observer, Senior (3)	22.47
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	20.22
29622 - Weather Observer, Upper Air (3)	20.22
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	19.05
31260 - Parking and Lot Attendant	11.78
31290 - Shuttle Bus Driver	17.28

31300 - Taxi Driver	15.44
31361 - Truckdriver, Light Truck	16.50
31362 - Truckdriver, Medium Truck	19.05
31363 - Truckdriver, Heavy Truck	22.39
31364 - Truckdriver, Tractor-Trailer	22.39
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	15.27
99030 - Cashier	11.72
99041 - Carnival Equipment Operator	15.59
99042 - Carnival Equipment Repairer	16.60
99043 - Carnival Worker	12.45
99050 - Desk Clerk	12.37
99095 - Embalmer	21.71
99300 - Lifeguard	11.41
99310 - Mortician	23.22
99350 - Park Attendant (Aide)	14.33
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	11.86
99500 - Recreation Specialist	15.79
99510 - Recycling Worker	21.53
99610 - Sales Clerk	12.25
99620 - School Crossing Guard (Crosswalk Attendant)	13.75
99630 - Sport Official	11.41
99658 - Survey Party Chief (Chief of Party)	37.98
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	25.82
99660 - Surveying Aide	21.95
99690 - Swimming Pool Operator	18.24
99720 - Vending Machine Attendant	15.59
99730 - Vending Machine Repairer	18.24
99740 - Vending Machine Repairer Helper	15.59

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.59 an hour or \$103.60 a week or \$448.93 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 12 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

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- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

1994 205736.txt

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

William W. Gross Division of
Director Wage Determinations

Wage Determination No.: 1994-2057
Revision No.: 36
Date of Last Revision: 02/18/2005

State: California

Area: California Counties of Imperial, San Diego

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	11.34
01012 - Accounting Clerk II	12.37
01013 - Accounting Clerk III	14.45
01014 - Accounting Clerk IV	17.29
01030 - Court Reporter	16.65
01050 - Dispatcher, Motor Vehicle	16.07
01060 - Document Preparation Clerk	13.13
01070 - Messenger (Courier)	10.86
01090 - Duplicating Machine Operator	13.13
01110 - Film/Tape Librarian	14.11
01115 - General Clerk I	9.35
01116 - General Clerk II	10.50
01117 - General Clerk III	12.74
01118 - General Clerk IV	13.83
01120 - Housing Referral Assistant	20.30
01131 - Key Entry Operator I	10.96
01132 - Key Entry Operator II	12.43
01191 - Order Clerk I	11.70
01192 - Order Clerk II	14.59
01261 - Personnel Assistant (Employment) I	13.39
01262 - Personnel Assistant (Employment) II	15.60
01263 - Personnel Assistant (Employment) III	18.79
01264 - Personnel Assistant (Employment) IV	21.98
01270 - Production Control Clerk	18.37
01290 - Rental Clerk	13.94
01300 - Scheduler, Maintenance	14.34
01311 - Secretary I	14.34
01312 - Secretary II	17.70
01313 - Secretary III	20.30
01314 - Secretary IV	24.51
01315 - Secretary V	27.77
01320 - Service Order Dispatcher	14.76
01341 - Stenographer I	12.43
01342 - Stenographer II	14.34
01400 - Supply Technician	24.51
01420 - Survey Worker (Interviewer)	16.07
01460 - Switchboard Operator-Receptionist	12.08
01510 - Test Examiner	16.65
01520 - Test Proctor	16.65
01531 - Travel Clerk I	11.49
01532 - Travel Clerk II	12.56
01533 - Travel Clerk III	13.79

01611 - Word Processor I	12.67
01612 - Word Processor II	15.57
01613 - Word Processor III	18.97
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	13.74
03041 - Computer Operator I	13.74
03042 - Computer Operator II	15.91
03043 - Computer Operator III	17.80
03044 - Computer Operator IV	20.90
03045 - Computer Operator V	23.14
03071 - Computer Programmer I (1)	21.65
03072 - Computer Programmer II (1)	26.83
03073 - Computer Programmer III (1)	27.62
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	27.62
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	13.78
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	20.38
05010 - Automotive Glass Installer	21.12
05040 - Automotive Worker	21.12
05070 - Electrician, Automotive	21.93
05100 - Mobile Equipment Servicer	19.44
05130 - Motor Equipment Metal Mechanic	22.70
05160 - Motor Equipment Metal Worker	21.12
05190 - Motor Vehicle Mechanic	22.30
05220 - Motor Vehicle Mechanic Helper	18.23
05250 - Motor Vehicle Upholstery Worker	20.34
05280 - Motor Vehicle Wrecker	21.12
05310 - Painter, Automotive	22.34
05340 - Radiator Repair Specialist	21.12
05370 - Tire Repairer	15.52
05400 - Transmission Repair Specialist	22.70
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	8.67
07010 - Baker	12.00
07041 - Cook I	11.04
07042 - Cook II	12.00
07070 - Dishwasher	8.30
07130 - Meat Cutter	15.10
07250 - Waiter/Waitress	8.96
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	18.13
09040 - Furniture Handler	13.02
09070 - Furniture Refinisher	18.13
09100 - Furniture Refinisher Helper	15.06
09110 - Furniture Repairer, Minor	16.81
09130 - Upholsterer	18.13
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	11.83
11060 - Elevator Operator	9.93
11090 - Gardener	14.69
11121 - House Keeping Aid I	8.99
11122 - House Keeping Aid II	9.93
11150 - Janitor	10.09
11210 - Laborer, Grounds Maintenance	11.94
11240 - Maid or Houseman	8.99
11270 - Pest Controller	13.15
11300 - Refuse Collector	12.67
11330 - Tractor Operator	12.54
11360 - Window Cleaner	11.70
12000 - Health Occupations	

12020 - Dental Assistant	16.07
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	16.34
12071 - Licensed Practical Nurse I	14.15
12072 - Licensed Practical Nurse II	15.87
12073 - Licensed Practical Nurse III	17.80
12100 - Medical Assistant	13.02
12130 - Medical Laboratory Technician	17.15
12160 - Medical Record Clerk	15.16
12190 - Medical Record Technician	14.58
12221 - Nursing Assistant I	8.80
12222 - Nursing Assistant II	9.95
12223 - Nursing Assistant III	10.78
12224 - Nursing Assistant IV	12.13
12250 - Pharmacy Technician	16.58
12280 - Phlebotomist	14.34
12311 - Registered Nurse I	27.72
12312 - Registered Nurse II	32.65
12313 - Registered Nurse II, Specialist	32.65
12314 - Registered Nurse III	38.79
12315 - Registered Nurse III, Anesthetist	38.79
12316 - Registered Nurse IV	46.49
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	22.71
13011 - Exhibits Specialist I	17.60
13012 - Exhibits Specialist II	20.51
13013 - Exhibits Specialist III	25.09
13041 - Illustrator I	18.21
13042 - Illustrator II	21.12
13043 - Illustrator III	25.95
13047 - Librarian	25.37
13050 - Library Technician	15.76
13071 - Photographer I	14.32
13072 - Photographer II	18.44
13073 - Photographer III	21.48
13074 - Photographer IV	26.28
13075 - Photographer V	31.80
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	8.32
15030 - Counter Attendant	8.32
15040 - Dry Cleaner	10.23
15070 - Finisher, Flatwork, Machine	8.32
15090 - Presser, Hand	8.32
15100 - Presser, Machine, Drycleaning	8.32
15130 - Presser, Machine, Shirts	8.32
15160 - Presser, Machine, Wearing Apparel, Laundry	8.32
15190 - Sewing Machine Operator	10.89
15220 - Tailor	11.53
15250 - Washer, Machine	8.92
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	18.13
19040 - Tool and Die Maker	22.25
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	20.42
21020 - Material Coordinator	18.04
21030 - Material Expediter	18.04
21040 - Material Handling Laborer	11.88
21050 - Order Filler	10.93
21071 - Forklift Operator	14.37
21080 - Production Line Worker (Food Processing)	14.37
21100 - Shipping/Receiving Clerk	12.76
21130 - Shipping Packer	12.96
21140 - Store Worker I	10.61
21150 - Stock Clerk (Shelf stocker; store worker II)	13.96

21210 - Tools and Parts Attendant	14.25
21400 - Warehouse Specialist	14.37
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	21.01
23040 - Aircraft Mechanic Helper	15.53
23050 - Aircraft Quality Control Inspector	21.91
23060 - Aircraft Servicer	17.33
23070 - Aircraft Worker	17.99
23100 - Appliance Mechanic	19.76
23120 - Bicycle Repairer	15.52
23125 - Cable Splicer	21.57
23130 - Carpenter, Maintenance	20.45
23140 - Carpet Layer	17.45
23160 - Electrician, Maintenance	21.81
23181 - Electronics Technician, Maintenance I	14.60
23182 - Electronics Technician, Maintenance II	21.21
23183 - Electronics Technician, Maintenance III	25.41
23260 - Fabric Worker	16.81
23290 - Fire Alarm System Mechanic	19.42
23310 - Fire Extinguisher Repairer	16.36
23340 - Fuel Distribution System Mechanic	23.85
23370 - General Maintenance Worker	17.45
23400 - Heating, Refrigeration and Air Conditioning Mechanic	20.21
23430 - Heavy Equipment Mechanic	22.09
23440 - Heavy Equipment Operator	25.72
23460 - Instrument Mechanic	20.89
23470 - Laborer	10.95
23500 - Locksmith	18.13
23530 - Machinery Maintenance Mechanic	22.42
23550 - Machinist, Maintenance	18.96
23580 - Maintenance Trades Helper	15.06
23640 - Millwright	27.53
23700 - Office Appliance Repairer	19.76
23740 - Painter, Aircraft	18.46
23760 - Painter, Maintenance	18.13
23790 - Pipefitter, Maintenance	21.41
23800 - Plumber, Maintenance	20.69
23820 - Pneudraulic Systems Mechanic	20.89
23850 - Rigger	19.59
23870 - Scale Mechanic	18.63
23890 - Sheet-Metal Worker, Maintenance	18.76
23910 - Small Engine Mechanic	17.45
23930 - Telecommunication Mechanic I	20.89
23931 - Telecommunication Mechanic II	24.22
23950 - Telephone Lineman	20.89
23960 - Welder, Combination, Maintenance	18.76
23965 - Well Driller	19.74
23970 - Woodcraft Worker	20.89
23980 - Woodworker	16.06
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.60
24580 - Child Care Center Clerk	13.39
24600 - Chore Aid	9.19
24630 - Homemaker	16.79
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	22.70
25040 - Sewage Plant Operator	23.28
25070 - Stationary Engineer	22.75
25190 - Ventilation Equipment Tender	17.69
25210 - Water Treatment Plant Operator	23.28
27000 - Protective Service Occupations	
(not set) - Police Officer	27.26
27004 - Alarm Monitor	20.95

27006 - Corrections Officer	22.18
27010 - Court Security Officer	22.94
27040 - Detention Officer	22.96
27070 - Firefighter	20.71
27101 - Guard I	10.54
27102 - Guard II	20.14
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	19.98
28020 - Hatch Tender	18.63
28030 - Line Handler	18.63
28040 - Stevedore I	17.86
28050 - Stevedore II	21.99
29000 - Technical Occupations	
21150 - Graphic Artist	20.28
29010 - Air Traffic Control Specialist, Center (2)	33.59
29011 - Air Traffic Control Specialist, Station (2)	22.88
29012 - Air Traffic Control Specialist, Terminal (2)	25.19
29023 - Archeological Technician I	17.17
29024 - Archeological Technician II	19.21
29025 - Archeological Technician III	23.80
29030 - Cartographic Technician	22.77
29035 - Computer Based Training (CBT) Specialist/ Instructor	30.38
29040 - Civil Engineering Technician	24.93
29061 - Drafter I	13.34
29062 - Drafter II	14.98
29063 - Drafter III	19.27
29064 - Drafter IV	22.46
29081 - Engineering Technician I	14.99
29082 - Engineering Technician II	16.83
29083 - Engineering Technician III	20.26
29084 - Engineering Technician IV	24.68
29085 - Engineering Technician V	30.06
29086 - Engineering Technician VI	36.39
29090 - Environmental Technician	18.82
29100 - Flight Simulator/Instructor (Pilot)	31.94
29160 - Instructor	23.75
29210 - Laboratory Technician	19.29
29240 - Mathematical Technician	23.52
29361 - Paralegal/Legal Assistant I	17.98
29362 - Paralegal/Legal Assistant II	22.54
29363 - Paralegal/Legal Assistant III	27.57
29364 - Paralegal/Legal Assistant IV	33.35
29390 - Photooptics Technician	23.43
29480 - Technical writer	31.17
29491 - Unexploded Ordnance (UXO) Technician I	21.08
29492 - Unexploded Ordnance (UXO) Technician II	25.51
29493 - Unexploded Ordnance (UXO) Technician III	30.57
29494 - Unexploded (UXO) Safety Escort	21.08
29495 - Unexploded (UXO) Sweep Personnel	21.08
29620 - Weather Observer, Senior (3)	19.32
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	17.40
29622 - Weather Observer, Upper Air (3)	17.40
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	15.77
31260 - Parking and Lot Attendant	8.66
31290 - Shuttle Bus Driver	12.50
31300 - Taxi Driver	9.65
31361 - Truckdriver, Light Truck	12.50
31362 - Truckdriver, Medium Truck	16.44
31363 - Truckdriver, Heavy Truck	17.47
31364 - Truckdriver, Tractor-Trailer	17.47
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	11.46

99030 - Cashier	10.94
99041 - Carnival Equipment Operator	13.96
99042 - Carnival Equipment Repairer	14.87
99043 - Carnival Worker	10.00
99050 - Desk Clerk	10.32
99095 - Embalmer	21.58
99300 - Lifeguard	11.08
99310 - Mortician	21.58
99350 - Park Attendant (Aide)	13.91
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	11.63
99500 - Recreation Specialist	13.95
99510 - Recycling Worker	15.92
99610 - Sales Clerk	12.32
99620 - School Crossing Guard (Crosswalk Attendant)	9.50
99630 - Sport Official	11.08
99658 - Survey Party Chief (Chief of Party)	21.91
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	19.92
99660 - Surveying Aide	14.31
99690 - Swimming Pool Operator	13.69
99720 - Vending Machine Attendant	12.90
99730 - Vending Machine Repairer	14.93
99740 - Vending Machine Repairer Helper	12.46

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.59 an hour or \$103.60 a week or \$448.93 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on

Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Under the policy and guidance contained in All Agency Memorandum No. 159, the wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of wage and hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties)

contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This

publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process

the
request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

William W. Gross Division of
Director Wage Determinations

Wage Determination No.: 1994-2055
Revision No.: 24
Date of Last Revision: 08/04/2004

State: California

Area: California Counties of Alpine, Amador, Butte, Colusa, Del Norte, El Dorado,
Glenn, Humboldt, Lake, Mendocino, Modoc, Nevada, Placer, Plumas, Sacramento, Shasta,
Sierra, Siskiyou, Sutter, Tehama, Trinity, Yolo, Yuba

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	12.03
01012 - Accounting Clerk II	13.20
01013 - Accounting Clerk III	14.70
01014 - Accounting Clerk IV	16.51
01030 - Court Reporter	15.79
01050 - Dispatcher, Motor Vehicle	15.79
01060 - Document Preparation Clerk	13.56
01070 - Messenger (Courier)	10.45
01090 - Duplicating Machine Operator	13.84
01110 - Film/Tape Librarian	14.07
01115 - General Clerk I	10.00
01116 - General Clerk II	11.32
01117 - General Clerk III	14.15
01118 - General Clerk IV	16.60
01120 - Housing Referral Assistant	19.73
01131 - Key Entry Operator I	12.61
01132 - Key Entry Operator II	14.52
01191 - Order Clerk I	13.76
01192 - Order Clerk II	15.04
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01270 - Production Control Clerk	17.82
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01311 - Secretary I	14.52
01312 - Secretary II	17.77
01313 - Secretary III	20.88
01314 - Secretary IV	21.13
01315 - Secretary V	23.03
01320 - Service Order Dispatcher	13.95
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01400 - Supply Technician	21.13
01420 - Survey Worker (Interviewer)	15.79
01460 - Switchboard Operator-Receptionist	12.95
01510 - Test Examiner	17.77
01520 - Test Proctor	17.77

01531 - Travel Clerk I	10.94
01532 - Travel Clerk II	11.79
01533 - Travel Clerk III	12.67
01611 - Word Processor I	12.68
01612 - Word Processor II	14.46
01613 - Word Processor III	16.20
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	13.13
03041 - Computer Operator I	13.65
03042 - Computer Operator II	15.48
03043 - Computer Operator III	17.89
03044 - Computer Operator IV	20.62
03045 - Computer Operator V	21.27
03071 - Computer Programmer I (1)	19.43
03072 - Computer Programmer II (1)	23.67
03073 - Computer Programmer III (1)	27.72
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	27.62
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	14.25
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	22.29
05010 - Automotive Glass Installer	17.62
05040 - Automotive Worker	17.62
05070 - Electrician, Automotive	18.59
05100 - Mobile Equipment Servicer	15.66
05130 - Motor Equipment Metal Mechanic	19.58
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05280 - Motor Vehicle Wrecker	17.62
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05340 - Radiator Repair Specialist	17.62
05370 - Tire Repairer	14.98
05400 - Transmission Repair Specialist	19.58
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07042 - Cook II	15.15
07070 - Dishwasher	10.27
07130 - Meat Cutter	18.15
07250 - Waiter/Waitress	11.07
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	18.40
09040 - Furniture Handler	12.60
09070 - Furniture Refinisher	18.40
09100 - Furniture Refinisher Helper	14.53
09110 - Furniture Repairer, Minor	16.47
09130 - Upholsterer	18.40
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	11.11
11060 - Elevator Operator	11.37
11090 - Gardener	14.88
11121 - House Keeping Aid I	9.46
11122 - House Keeping Aid II	11.37
11150 - Janitor	12.51
11210 - Laborer, Grounds Maintenance	12.18
11240 - Maid or Houseman	9.46
11270 - Pest Controller	16.38
11300 - Refuse Collector	12.57

11330 - Tractor Operator	13.97
11360 - Window Cleaner	13.49
12000 - Health Occupations	
12020 - Dental Assistant	14.82
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	15.55
12071 - Licensed Practical Nurse I	14.85
12072 - Licensed Practical Nurse II	16.68
12073 - Licensed Practical Nurse III	18.68
12100 - Medical Assistant	13.07
12130 - Medical Laboratory Technician	13.94
12160 - Medical Record Clerk	13.99
12190 - Medical Record Technician	16.02
12221 - Nursing Assistant I	8.11
12222 - Nursing Assistant II	9.11
12223 - Nursing Assistant III	11.64
12224 - Nursing Assistant IV	13.85
12250 - Pharmacy Technician	15.16
12280 - Phlebotomist	12.30
12311 - Registered Nurse I	24.81
12312 - Registered Nurse II	30.36
12313 - Registered Nurse II, Specialist	30.36
12314 - Registered Nurse III	36.70
12315 - Registered Nurse III, Anesthetist	36.70
12316 - Registered Nurse IV	39.96
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	19.45
13011 - Exhibits Specialist I	19.71
13012 - Exhibits Specialist II	23.54
13013 - Exhibits Specialist III	28.78
13041 - Illustrator I	21.68
13042 - Illustrator II	25.89
13043 - Illustrator III	31.66
13047 - Librarian	22.94
13050 - Library Technician	15.16
13071 - Photographer I	15.40
13072 - Photographer II	19.44
13073 - Photographer III	23.22
13074 - Photographer IV	28.39
13075 - Photographer V	34.33
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	7.79
15030 - Counter Attendant	7.79
15040 - Dry Cleaner	10.35
15070 - Finisher, Flatwork, Machine	7.79
15090 - Presser, Hand	7.79
15100 - Presser, Machine, Drycleaning	7.79
15130 - Presser, Machine, Shirts	7.79
15160 - Presser, Machine, Wearing Apparel, Laundry	7.79
15190 - Sewing Machine Operator	11.23
15220 - Tailor	12.12
15250 - Washer, Machine	8.95
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	19.42
19040 - Tool and Die Maker	21.89
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	15.83
21020 - Material Coordinator	16.01
21030 - Material Expediter	16.01
21040 - Material Handling Laborer	11.84
21050 - Order Filler	14.68
21071 - Forklift Operator	14.72
21080 - Production Line Worker (Food Processing)	14.72
21100 - Shipping/Receiving Clerk	13.16

21130 - Shipping Packer	13.16
21140 - Store Worker I	10.51
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	14.18
21210 - Tools and Parts Attendant	14.72
21400 - Warehouse Specialist	14.72
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	19.38
23040 - Aircraft Mechanic Helper	14.53
23050 - Aircraft Quality Control Inspector	20.35
23060 - Aircraft Servicer	16.47
23070 - Aircraft Worker	17.44
23100 - Appliance Mechanic	18.40
23120 - Bicycle Repairer	14.98
23125 - Cable Splicer	26.97
23130 - Carpenter, Maintenance	20.64
23140 - Carpet Layer	17.44
23160 - Electrician, Maintenance	23.29
23181 - Electronics Technician, Maintenance I	18.77
23182 - Electronics Technician, Maintenance II	19.78
23183 - Electronics Technician, Maintenance III	23.78
23260 - Fabric Worker	16.47
23290 - Fire Alarm System Mechanic	19.79
23310 - Fire Extinguisher Repairer	15.50
23340 - Fuel Distribution System Mechanic	19.79
23370 - General Maintenance Worker	16.51
23400 - Heating, Refrigeration and Air Conditioning Mechanic	21.15
23430 - Heavy Equipment Mechanic	21.24
23440 - Heavy Equipment Operator	25.47
23460 - Instrument Mechanic	22.06
23470 - Laborer	12.50
23500 - Locksmith	18.40
23530 - Machinery Maintenance Mechanic	22.47
23550 - Machinist, Maintenance	19.69
23580 - Maintenance Trades Helper	14.53
23640 - Millwright	22.31
23700 - Office Appliance Repairer	18.60
23740 - Painter, Aircraft	20.24
23760 - Painter, Maintenance	18.40
23790 - Pipefitter, Maintenance	19.69
23800 - Plumber, Maintenance	18.69
23820 - Pneudraulic Systems Mechanic	19.79
23850 - Rigger	19.79
23870 - Scale Mechanic	17.47
23890 - Sheet-Metal Worker, Maintenance	21.35
23910 - Small Engine Mechanic	17.44
23930 - Telecommunication Mechanic I	19.79
23931 - Telecommunication Mechanic II	20.98
23950 - Telephone Lineman	19.79
23960 - Welder, Combination, Maintenance	19.38
23965 - Well Driller	19.64
23970 - Woodcraft Worker	19.79
23980 - Woodworker	15.50
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.58
24580 - Child Care Center Clerk	13.19
24600 - Chore Aid	9.46
24630 - Homemaker	14.63
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	23.48
25040 - Sewage Plant Operator	22.86
25070 - Stationary Engineer	23.48
25190 - Ventilation Equipment Tender	16.58
25210 - Water Treatment Plant Operator	22.86

27000 - Protective Service Occupations	
(not set) - Police Officer	28.49
27004 - Alarm Monitor	19.67
27006 - Corrections Officer	21.89
27010 - Court Security Officer	22.24
27040 - Detention Officer	22.24
27070 - Firefighter	19.36
27101 - Guard I	12.96
27102 - Guard II	19.29
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	19.15
28020 - Hatch Tender	19.15
28030 - Line Handler	19.15
28040 - Stevedore I	18.98
28050 - Stevedore II	21.60
29000 - Technical Occupations	
21150 - Graphic Artist	22.33
29010 - Air Traffic Control Specialist, Center (2)	32.00
29011 - Air Traffic Control Specialist, Station (2)	21.84
29012 - Air Traffic Control Specialist, Terminal (2)	24.06
29023 - Archeological Technician I	18.70
29024 - Archeological Technician II	20.91
29025 - Archeological Technician III	25.89
29030 - Cartographic Technician	26.70
29035 - Computer Based Training (CBT) Specialist/ Instructor	29.93
29040 - Civil Engineering Technician	23.22
29061 - Drafter I	16.07
29062 - Drafter II	17.17
29063 - Drafter III	21.68
29064 - Drafter IV	25.89
29081 - Engineering Technician I	13.94
29082 - Engineering Technician II	15.63
29083 - Engineering Technician III	17.52
29084 - Engineering Technician IV	21.99
29085 - Engineering Technician V	29.17
29086 - Engineering Technician VI	35.29
29090 - Environmental Technician	18.47
29100 - Flight Simulator/Instructor (Pilot)	29.93
29160 - Instructor	24.07
29210 - Laboratory Technician	19.51
29240 - Mathematical Technician	24.81
29361 - Paralegal/Legal Assistant I	18.92
29362 - Paralegal/Legal Assistant II	21.16
29363 - Paralegal/Legal Assistant III	25.16
29364 - Paralegal/Legal Assistant IV	31.28
29390 - Photooptics Technician	23.73
29480 - Technical Writer	26.24
29491 - Unexploded Ordnance (UXO) Technician I	20.13
29492 - Unexploded Ordnance (UXO) Technician II	24.36
29493 - Unexploded Ordnance (UXO) Technician III	29.19
29494 - Unexploded (UXO) Safety Escort	20.13
29495 - Unexploded (UXO) Sweep Personnel	20.13
29620 - Weather Observer, Senior (3)	20.91
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	19.79
29622 - Weather Observer, Upper Air (3)	19.79
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	16.81
31260 - Parking and Lot Attendant	8.15
31290 - Shuttle Bus Driver	12.16
31300 - Taxi Driver	9.16
31361 - Truckdriver, Light Truck	12.16
31362 - Truckdriver, Medium Truck	16.15
31363 - Truckdriver, Heavy Truck	17.83

31364 - Truckdriver, Tractor-Trailer	17.83
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	11.89
99030 - Cashier	11.37
99041 - Carnival Equipment Operator	12.70
99042 - Carnival Equipment Repairer	13.53
99043 - Carnival Worker	10.27
99050 - Desk Clerk	9.62
99095 - Embalmer	19.28
99300 - Lifeguard	10.58
99310 - Mortician	17.07
99350 - Park Attendant (Aide)	13.29
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	12.46
99500 - Recreation Specialist	13.30
99510 - Recycling Worker	15.95
99610 - Sales Clerk	11.33
99620 - School Crossing Guard (Crosswalk Attendant)	11.68
99630 - Sport Official	10.58
99658 - Survey Party Chief (Chief of Party)	21.65
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	16.14
99660 - Surveying Aide	11.76
99690 - Swimming Pool Operator	15.15
99720 - Vending Machine Attendant	12.70
99730 - Vending Machine Repairer	15.15
99740 - Vending Machine Repairer Helper	12.70

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.59 an hour or \$103.60 a week or \$448.93 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time

employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the

"Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

William W. Gross Division of
Director Wage Determinations

Wage Determination No.: 1994-2053
Revision No.: 24
Date of Last Revision: 06/17/2004

State: California

Area: California Counties of Riverside, San Bernardino

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	11.02
01012 - Accounting Clerk II	12.52
01013 - Accounting Clerk III	14.79
01014 - Accounting Clerk IV	16.80
01030 - Court Reporter	16.84
01050 - Dispatcher, Motor Vehicle	18.52
01060 - Document Preparation Clerk	13.50
01070 - Messenger (Courier)	9.04
01090 - Duplicating Machine Operator	12.52
01110 - Film/Tape Librarian	14.87
01115 - General Clerk I	8.66
01116 - General Clerk II	10.60
01117 - General Clerk III	13.40
01118 - General Clerk IV	14.78
01120 - Housing Referral Assistant	18.43
01131 - Key Entry Operator I	11.00
01132 - Key Entry Operator II	12.52
01191 - Order Clerk I	11.92
01192 - Order Clerk II	14.88
01261 - Personnel Assistant (Employment) I	13.70
01262 - Personnel Assistant (Employment) II	14.95
01263 - Personnel Assistant (Employment) III	16.84
01264 - Personnel Assistant (Employment) IV	18.43
01270 - Production Control Clerk	17.62
01290 - Rental Clerk	14.95
01300 - Scheduler, Maintenance	14.98
01311 - Secretary I	14.98
01312 - Secretary II	18.40
01313 - Secretary III	20.12
01314 - Secretary IV	22.59
01315 - Secretary V	25.03
01320 - Service Order Dispatcher	14.72
01341 - Stenographer I	12.38
01342 - Stenographer II	14.53
01400 - Supply Technician	22.59
01420 - Survey Worker (Interviewer)	16.80
01460 - Switchboard Operator-Receptionist	13.33
01510 - Test Examiner	18.40
01520 - Test Proctor	18.40
01531 - Travel Clerk I	10.92
01532 - Travel Clerk II	11.53
01533 - Travel Clerk III	12.24

01611 - Word Processor I	13.42
01612 - Word Processor II	16.35
01613 - Word Processor III	17.07
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	14.72
03041 - Computer Operator I	14.72
03042 - Computer Operator II	16.80
03043 - Computer Operator III	18.43
03044 - Computer Operator IV	20.68
03045 - Computer Operator V	22.90
03071 - Computer Programmer I (1)	17.08
03072 - Computer Programmer II (1)	21.16
03073 - Computer Programmer III (1)	26.86
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	27.62
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	14.72
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	18.92
05010 - Automotive Glass Installer	19.28
05040 - Automotive Worker	19.28
05070 - Electrician, Automotive	20.50
05100 - Mobile Equipment Servicer	17.59
05130 - Motor Equipment Metal Mechanic	20.91
05160 - Motor Equipment Metal Worker	19.28
05190 - Motor Vehicle Mechanic	21.08
05220 - Motor Vehicle Mechanic Helper	16.32
05250 - Motor Vehicle Upholstery Worker	18.48
05280 - Motor Vehicle Wrecker	19.28
05310 - Painter, Automotive	20.11
05340 - Radiator Repair Specialist	19.28
05370 - Tire Repairer	13.98
05400 - Transmission Repair Specialist	20.91
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	9.22
07010 - Baker	14.36
07041 - Cook I	13.10
07042 - Cook II	14.36
07070 - Dishwasher	9.22
07130 - Meat Cutter	14.36
07250 - Waiter/Waitress	10.26
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	18.04
09040 - Furniture Handler	11.33
09070 - Furniture Refinisher	16.51
09100 - Furniture Refinisher Helper	13.51
09110 - Furniture Repairer, Minor	15.82
09130 - Upholsterer	16.51
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	10.50
11060 - Elevator Operator	9.96
11090 - Gardener	15.07
11121 - House Keeping Aid I	8.97
11122 - House Keeping Aid II	9.96
11150 - Janitor	9.96
11210 - Laborer, Grounds Maintenance	11.80
11240 - Maid or Houseman	8.97
11270 - Pest Controller	13.78
11300 - Refuse Collector	12.83
11330 - Tractor Operator	15.38
11360 - Window Cleaner	11.23
12000 - Health Occupations	

12020 - Dental Assistant	14.14
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	16.23
12071 - Licensed Practical Nurse I	15.19
12072 - Licensed Practical Nurse II	17.06
12073 - Licensed Practical Nurse III	17.06
12100 - Medical Assistant	12.17
12130 - Medical Laboratory Technician	14.53
12160 - Medical Record Clerk	12.34
12190 - Medical Record Technician	14.88
12221 - Nursing Assistant I	8.48
12222 - Nursing Assistant II	9.54
12223 - Nursing Assistant III	10.41
12224 - Nursing Assistant IV	11.69
12250 - Pharmacy Technician	14.72
12280 - Phlebotomist	13.04
12311 - Registered Nurse I	24.96
12312 - Registered Nurse II	30.54
12313 - Registered Nurse II, Specialist	30.54
12314 - Registered Nurse III	36.96
12315 - Registered Nurse III, Anesthetist	36.96
12316 - Registered Nurse IV	44.30
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	20.72
13011 - Exhibits Specialist I	18.71
13012 - Exhibits Specialist II	24.13
13013 - Exhibits Specialist III	29.92
13041 - Illustrator I	18.90
13042 - Illustrator II	23.40
13043 - Illustrator III	28.62
13047 - Librarian	24.72
13050 - Library Technician	14.26
13071 - Photographer I	14.36
13072 - Photographer II	17.01
13073 - Photographer III	24.13
13074 - Photographer IV	29.92
13075 - Photographer V	36.18
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	7.99
15030 - Counter Attendant	7.99
15040 - Dry Cleaner	10.25
15070 - Finisher, Flatwork, Machine	7.99
15090 - Presser, Hand	7.99
15100 - Presser, Machine, Drycleaning	7.99
15130 - Presser, Machine, Shirts	7.99
15160 - Presser, Machine, Wearing Apparel, Laundry	7.99
15190 - Sewing Machine Operator	11.02
15220 - Tailor	11.77
15250 - Washer, Machine	8.67
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	18.83
19040 - Tool and Die Maker	21.70
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	17.74
21020 - Material Coordinator	16.40
21030 - Material Expediter	16.40
21040 - Material Handling Laborer	16.24
21050 - Order Filler	14.17
21071 - Forklift Operator	14.58
21080 - Production Line Worker (Food Processing)	14.58
21100 - Shipping/Receiving Clerk	12.61
21130 - Shipping Packer	12.61
21140 - Store Worker I	9.54
21150 - Stock Clerk (Shelf stocker; store worker II)	13.62

21210 - Tools and Parts Attendant	14.58
21400 - Warehouse Specialist	14.58
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	21.13
23040 - Aircraft Mechanic Helper	15.01
23050 - Aircraft Quality Control Inspector	21.05
23060 - Aircraft Servicer	16.99
23070 - Aircraft Worker	17.95
23100 - Appliance Mechanic	18.87
23120 - Bicycle Repairer	13.98
23125 - Cable Splicer	22.50
23130 - Carpenter, Maintenance	22.40
23140 - Carpet Layer	18.24
23160 - Electrician, Maintenance	22.33
23181 - Electronics Technician, Maintenance I	21.19
23182 - Electronics Technician, Maintenance II	22.18
23183 - Electronics Technician, Maintenance III	22.96
23260 - Fabric Worker	18.26
23290 - Fire Alarm System Mechanic	19.16
23310 - Fire Extinguisher Repairer	14.78
23340 - Fuel Distribution System Mechanic	21.08
23370 - General Maintenance Worker	15.19
23400 - Heating, Refrigeration and Air Conditioning Mechanic	18.92
23430 - Heavy Equipment Mechanic	20.00
23440 - Heavy Equipment Operator	21.76
23460 - Instrument Mechanic	19.55
23470 - Laborer	12.83
23500 - Locksmith	18.04
23530 - Machinery Maintenance Mechanic	19.97
23550 - Machinist, Maintenance	21.08
23580 - Maintenance Trades Helper	13.51
23640 - Millwright	22.04
23700 - Office Appliance Repairer	18.22
23740 - Painter, Aircraft	18.04
23760 - Painter, Maintenance	18.04
23790 - Pipefitter, Maintenance	18.92
23800 - Plumber, Maintenance	18.04
23820 - Pneudraulic Systems Mechanic	19.35
23850 - Rigger	19.72
23870 - Scale Mechanic	17.44
23890 - Sheet-Metal Worker, Maintenance	20.31
23910 - Small Engine Mechanic	16.94
23930 - Telecommunication Mechanic I	21.11
23931 - Telecommunication Mechanic II	23.23
23950 - Telephone Lineman	20.78
23960 - Welder, Combination, Maintenance	18.92
23965 - Well Driller	21.16
23970 - Woodcraft Worker	18.92
23980 - Woodworker	14.68
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.03
24580 - Child Care Center Clerk	13.77
24600 - Chore Aid	8.18
24630 - Homemaker	14.92
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	22.20
25040 - Sewage Plant Operator	25.28
25070 - Stationary Engineer	23.94
25190 - Ventilation Equipment Tender	17.00
25210 - Water Treatment Plant Operator	25.23
27000 - Protective Service Occupations	
(not set) - Police Officer	30.60
27004 - Alarm Monitor	10.89

27006 - Corrections Officer	23.51
27010 - Court Security Officer	24.00
27040 - Detention Officer	23.51
27070 - Firefighter	19.82
27101 - Guard I	9.76
27102 - Guard II	10.89
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	18.63
28020 - Hatch Tender	18.63
28030 - Line Handler	18.63
28040 - Stevedore I	17.40
28050 - Stevedore II	20.46
29000 - Technical Occupations	
21150 - Graphic Artist	22.59
29010 - Air Traffic Control Specialist, Center (2)	31.95
29011 - Air Traffic Control Specialist, Station (2)	22.03
29012 - Air Traffic Control Specialist, Terminal (2)	24.27
29023 - Archeological Technician I	19.28
29024 - Archeological Technician II	20.02
29025 - Archeological Technician III	26.71
29030 - Cartographic Technician	28.38
29035 - Computer Based Training (CBT) Specialist/ Instructor	30.38
29040 - Civil Engineering Technician	21.94
29061 - Drafter I	17.27
29062 - Drafter II	19.39
29063 - Drafter III	23.12
29064 - Drafter IV	28.38
29081 - Engineering Technician I	15.16
29082 - Engineering Technician II	17.01
29083 - Engineering Technician III	19.03
29084 - Engineering Technician IV	23.57
29085 - Engineering Technician V	28.83
29086 - Engineering Technician VI	34.89
29090 - Environmental Technician	20.99
29100 - Flight Simulator/Instructor (Pilot)	33.42
29160 - Instructor	22.59
29210 - Laboratory Technician	17.17
29240 - Mathematical Technician	26.40
29361 - Paralegal/Legal Assistant I	18.44
29362 - Paralegal/Legal Assistant II	21.50
29363 - Paralegal/Legal Assistant III	26.28
29364 - Paralegal/Legal Assistant IV	31.81
29390 - Photooptics Technician	22.96
29480 - Technical writer	26.17
29491 - Unexploded Ordnance (UXO) Technician I	20.98
29492 - Unexploded Ordnance (UXO) Technician II	25.39
29493 - Unexploded Ordnance (UXO) Technician III	30.43
29494 - Unexploded (UXO) Safety Escort	20.98
29495 - Unexploded (UXO) Sweep Personnel	20.98
29620 - Weather Observer, Senior (3)	20.02
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	18.03
29622 - Weather Observer, Upper Air (3)	18.03
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	17.05
31260 - Parking and Lot Attendant	8.11
31290 - Shuttle Bus Driver	12.01
31300 - Taxi Driver	10.58
31361 - Truckdriver, Light Truck	11.70
31362 - Truckdriver, Medium Truck	18.07
31363 - Truckdriver, Heavy Truck	19.23
31364 - Truckdriver, Tractor-Trailer	19.23
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	11.23

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99030 - Cashier	12.11
99041 - Carnival Equipment Operator	12.16
99042 - Carnival Equipment Repairer	13.10
99043 - Carnival Worker	9.22
99050 - Desk Clerk	11.25
99095 - Embalmer	18.21
99300 - Lifeguard	11.03
99310 - Mortician	23.19
99350 - Park Attendant (Aide)	13.85
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	10.38
99500 - Recreation Specialist	14.92
99510 - Recycling Worker	16.92
99610 - Sales Clerk	11.39
99620 - School Crossing Guard (Crosswalk Attendant)	9.22
99630 - Sport Official	11.03
99658 - Survey Party Chief (Chief of Party)	22.35
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	16.19
99660 - Surveying Aide	11.80
99690 - Swimming Pool Operator	15.14
99720 - Vending Machine Attendant	12.82
99730 - Vending Machine Repairer	15.14
99740 - Vending Machine Repairer Helper	12.82

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.59 an hour or \$103.60 a week or \$448.93 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on

Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This

publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure

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that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
William W. Gross Director	Division of Wage Determinations
	Wage Determination No.: 1994-2051 Revision No.: 25 Date of Last Revision: 06/17/2004

State: California

Area: California Counties of Alameda, Contra Costa

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	12.96
01012 - Accounting Clerk II	14.14
01013 - Accounting Clerk III	15.93
01014 - Accounting Clerk IV	18.53
01030 - Court Reporter	21.27
01050 - Dispatcher, Motor Vehicle	18.97
01060 - Document Preparation Clerk	13.96
01070 - Messenger (Courier)	12.40
01090 - Duplicating Machine Operator	12.69
01110 - Film/Tape Librarian	14.80
01115 - General Clerk I	12.62
01116 - General Clerk II	14.19
01117 - General Clerk III	16.77
01118 - General Clerk IV	19.97
01120 - Housing Referral Assistant	22.50
01131 - Key Entry Operator I	13.17
01132 - Key Entry Operator II	15.27
01191 - Order Clerk I	14.95
01192 - Order Clerk II	16.61
01261 - Personnel Assistant (Employment) I	15.42
01262 - Personnel Assistant (Employment) II	18.11
01263 - Personnel Assistant (Employment) III	20.10
01264 - Personnel Assistant (Employment) IV	22.23
01270 - Production Control Clerk	19.19
01290 - Rental Clerk	16.79
01300 - Scheduler, Maintenance	17.71
01311 - Secretary I	17.78
01312 - Secretary II	20.41
01313 - Secretary III	22.50
01314 - Secretary IV	26.48
01315 - Secretary V	29.33
01320 - Service Order Dispatcher	15.79
01341 - Stenographer I	17.34
01342 - Stenographer II	19.44
01400 - Supply Technician	26.48
01420 - Survey Worker (Interviewer)	16.43
01460 - Switchboard Operator-Receptionist	12.81
01510 - Test Examiner	20.41
01520 - Test Proctor	20.41
01531 - Travel Clerk I	12.57
01532 - Travel Clerk II	13.68
01533 - Travel Clerk III	14.77

01611 - Word Processor I	15.27
01612 - Word Processor II	17.15
01613 - Word Processor III	19.18
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	15.61
03041 - Computer Operator I	15.84
03042 - Computer Operator II	17.85
03043 - Computer Operator III	21.74
03044 - Computer Operator IV	23.23
03045 - Computer Operator V	25.75
03071 - Computer Programmer I (1)	19.56
03072 - Computer Programmer II (1)	25.87
03073 - Computer Programmer III (1)	27.62
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	27.62
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	15.84
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	21.51
05010 - Automotive Glass Installer	20.66
05040 - Automotive Worker	22.63
05070 - Electrician, Automotive	23.69
05100 - Mobile Equipment Servicer	20.61
05130 - Motor Equipment Metal Mechanic	24.74
05160 - Motor Equipment Metal Worker	22.63
05190 - Motor Vehicle Mechanic	24.75
05220 - Motor Vehicle Mechanic Helper	19.50
05250 - Motor Vehicle Upholstery Worker	21.62
05280 - Motor Vehicle Wrecker	22.63
05310 - Painter, Automotive	23.69
05340 - Radiator Repair Specialist	22.63
05370 - Tire Repairer	17.31
05400 - Transmission Repair Specialist	24.75
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	10.79
07010 - Baker	15.83
07041 - Cook I	14.96
07042 - Cook II	16.46
07070 - Dishwasher	10.51
07130 - Meat Cutter	16.36
07250 - Waiter/Waitress	11.39
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	21.13
09040 - Furniture Handler	15.26
09070 - Furniture Refinisher	21.13
09100 - Furniture Refinisher Helper	17.41
09110 - Furniture Repairer, Minor	19.28
09130 - Upholsterer	21.15
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	10.51
11060 - Elevator Operator	12.62
11090 - Gardener	17.75
11121 - House Keeping Aid I	12.10
11122 - House Keeping Aid II	13.29
11150 - Janitor	14.89
11210 - Laborer, Grounds Maintenance	14.41
11240 - Maid or Houseman	12.10
11270 - Pest Controller	18.10
11300 - Refuse Collector	15.28
11330 - Tractor Operator	17.00
11360 - Window Cleaner	15.05
12000 - Health Occupations	

12020 - Dental Assistant	16.59
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	15.59
12071 - Licensed Practical Nurse I	18.00
12072 - Licensed Practical Nurse II	20.50
12073 - Licensed Practical Nurse III	22.64
12100 - Medical Assistant	15.00
12130 - Medical Laboratory Technician	17.69
12160 - Medical Record Clerk	15.38
12190 - Medical Record Technician	18.28
12221 - Nursing Assistant I	10.57
12222 - Nursing Assistant II	11.87
12223 - Nursing Assistant III	13.01
12224 - Nursing Assistant IV	14.61
12250 - Pharmacy Technician	16.32
12280 - Phlebotomist	14.50
12311 - Registered Nurse I	25.49
12312 - Registered Nurse II	35.83
12313 - Registered Nurse II, Specialist	35.83
12314 - Registered Nurse III	43.36
12315 - Registered Nurse III, Anesthetist	43.36
12316 - Registered Nurse IV	45.99
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	23.26
13011 - Exhibits Specialist I	21.04
13012 - Exhibits Specialist II	25.26
13013 - Exhibits Specialist III	31.05
13041 - Illustrator I	22.26
13042 - Illustrator II	26.72
13043 - Illustrator III	32.85
13047 - Librarian	30.18
13050 - Library Technician	15.24
13071 - Photographer I	19.10
13072 - Photographer II	21.04
13073 - Photographer III	25.26
13074 - Photographer IV	31.05
13075 - Photographer V	32.30
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	9.17
15030 - Counter Attendant	9.17
15040 - Dry Cleaner	12.47
15070 - Finisher, Flatwork, Machine	9.17
15090 - Presser, Hand	9.17
15100 - Presser, Machine, Drycleaning	9.17
15130 - Presser, Machine, Shirts	9.17
15160 - Presser, Machine, Wearing Apparel, Laundry	9.17
15190 - Sewing Machine Operator	13.57
15220 - Tailor	14.67
15250 - Washer, Machine	10.27
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	20.60
19040 - Tool and Die Maker	26.40
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	19.73
21020 - Material Coordinator	19.19
21030 - Material Expediter	19.19
21040 - Material Handling Laborer	15.75
21050 - Order Filler	12.49
21071 - Forklift Operator	17.78
21080 - Production Line Worker (Food Processing)	17.78
21100 - Shipping/Receiving Clerk	17.51
21130 - Shipping Packer	15.92
21140 - Store Worker I	11.54
21150 - Stock Clerk (Shelf stocker; Store worker II)	15.89

21210 - Tools and Parts Attendant	17.78
21400 - Warehouse Specialist	17.78
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	22.18
23040 - Aircraft Mechanic Helper	17.27
23050 - Aircraft Quality Control Inspector	26.46
23060 - Aircraft Servicer	19.79
23070 - Aircraft Worker	20.98
23100 - Appliance Mechanic	24.30
23120 - Bicycle Repairer	16.15
23125 - Cable Splicer	24.56
23130 - Carpenter, Maintenance	23.40
23140 - Carpet Layer	22.15
23160 - Electrician, Maintenance	32.09
23181 - Electronics Technician, Maintenance I	21.01
23182 - Electronics Technician, Maintenance II	27.92
23183 - Electronics Technician, Maintenance III	31.21
23260 - Fabric Worker	20.60
23290 - Fire Alarm System Mechanic	24.69
23310 - Fire Extinguisher Repairer	19.44
23340 - Fuel Distribution System Mechanic	24.37
23370 - General Maintenance Worker	20.20
23400 - Heating, Refrigeration and Air Conditioning Mechanic	23.27
23430 - Heavy Equipment Mechanic	23.40
23440 - Heavy Equipment Operator	29.18
23460 - Instrument Mechanic	24.69
23470 - Laborer	14.62
23500 - Locksmith	22.93
23530 - Machinery Maintenance Mechanic	23.34
23550 - Machinist, Maintenance	24.28
23580 - Maintenance Trades Helper	17.19
23640 - Millwright	25.60
23700 - Office Appliance Repairer	23.42
23740 - Painter, Aircraft	22.45
23760 - Painter, Maintenance	21.03
23790 - Pipefitter, Maintenance	26.12
23800 - Plumber, Maintenance	25.04
23820 - Pneudraulic Systems Mechanic	24.49
23850 - Rigger	28.40
23870 - Scale Mechanic	22.16
23890 - Sheet-Metal Worker, Maintenance	21.86
23910 - Small Engine Mechanic	20.20
23930 - Telecommunication Mechanic I	24.69
23931 - Telecommunication Mechanic II	25.73
23950 - Telephone Lineman	24.02
23960 - Welder, Combination, Maintenance	22.07
23965 - Well Driller	28.30
23970 - Woodcraft Worker	24.69
23980 - Woodworker	18.39
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.74
24580 - Child Care Center Clerk	13.09
24600 - Chore Aid	11.10
24630 - Homemaker	13.59
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	27.90
25040 - Sewage Plant Operator	27.66
25070 - Stationary Engineer	29.76
25190 - Ventilation Equipment Tender	20.47
25210 - Water Treatment Plant Operator	27.66
27000 - Protective Service Occupations	
(not set) - Police Officer	34.49
27004 - Alarm Monitor	21.68

27006 - Corrections Officer	26.05
27010 - Court Security Officer	29.27
27040 - Detention Officer	26.05
27070 - Firefighter	27.28
27101 - Guard I	11.22
27102 - Guard II	22.46
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	20.88
28020 - Hatch Tender	20.88
28030 - Line Handler	20.88
28040 - Stevedore I	20.03
28050 - Stevedore II	21.91
29000 - Technical Occupations	
21150 - Graphic Artist	24.20
29010 - Air Traffic Control Specialist, Center (2)	34.16
29011 - Air Traffic Control Specialist, Station (2)	23.55
29012 - Air Traffic Control Specialist, Terminal (2)	25.95
29023 - Archeological Technician I	20.12
29024 - Archeological Technician II	22.53
29025 - Archeological Technician III	27.88
29030 - Cartographic Technician	31.38
29035 - Computer Based Training (CBT) Specialist/ Instructor	30.38
29040 - Civil Engineering Technician	23.64
29061 - Drafter I	19.78
29062 - Drafter II	23.68
29063 - Drafter III	24.53
29064 - Drafter IV	31.38
29081 - Engineering Technician I	14.85
29082 - Engineering Technician II	18.28
29083 - Engineering Technician III	20.63
29084 - Engineering Technician IV	25.51
29085 - Engineering Technician V	30.91
29086 - Engineering Technician VI	33.99
29090 - Environmental Technician	27.14
29100 - Flight Simulator/Instructor (Pilot)	33.42
29160 - Instructor	24.56
29210 - Laboratory Technician	20.26
29240 - Mathematical Technician	27.79
29361 - Paralegal/Legal Assistant I	17.68
29362 - Paralegal/Legal Assistant II	21.74
29363 - Paralegal/Legal Assistant III	26.50
29364 - Paralegal/Legal Assistant IV	32.16
29390 - Photooptics Technician	27.79
29480 - Technical writer	31.26
29491 - Unexploded Ordnance (UXO) Technician I	21.71
29492 - Unexploded Ordnance (UXO) Technician II	26.26
29493 - Unexploded Ordnance (UXO) Technician III	31.48
29494 - Unexploded (UXO) Safety Escort	21.71
29495 - Unexploded (UXO) Sweep Personnel	21.71
29620 - Weather Observer, Senior (3)	20.91
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	17.27
29622 - Weather Observer, Upper Air (3)	17.27
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	17.07
31260 - Parking and Lot Attendant	10.55
31290 - Shuttle Bus Driver	14.96
31300 - Taxi Driver	12.44
31361 - Truckdriver, Light Truck	14.96
31362 - Truckdriver, Medium Truck	19.02
31363 - Truckdriver, Heavy Truck	20.70
31364 - Truckdriver, Tractor-Trailer	20.70
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	12.68

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99030 - Cashier	9.97
99041 - Carnival Equipment Operator	13.91
99042 - Carnival Equipment Repairer	16.16
99043 - Carnival Worker	10.77
99050 - Desk Clerk	9.28
99095 - Embalmer	21.36
99300 - Lifeguard	11.41
99310 - Mortician	21.36
99350 - Park Attendant (Aide)	12.51
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	10.90
99500 - Recreation Specialist	11.44
99510 - Recycling Worker	18.90
99610 - Sales Clerk	10.90
99620 - School Crossing Guard (Crosswalk Attendant)	11.56
99630 - Sport Official	11.41
99658 - Survey Party Chief (Chief of Party)	29.17
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	25.86
99660 - Surveying Aide	17.77
99690 - Swimming Pool Operator	17.92
99720 - Vending Machine Attendant	16.67
99730 - Vending Machine Repairer	19.22
99740 - Vending Machine Repairer Helper	16.67

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.59 an hour or \$103.60 a week or \$448.93 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic

rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

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publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of

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Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

William W. Gross Division of
Director Wage Determinations

Wage Determination No.: 1994-2049
Revision No.: 22
Date of Last Revision: 06/17/2004

State: California

Area: California Counties of Monterey, San Benito

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	11.56
01012 - Accounting Clerk II	12.62
01013 - Accounting Clerk III	14.82
01014 - Accounting Clerk IV	17.11
01030 - Court Reporter	16.07
01050 - Dispatcher, Motor Vehicle	16.87
01060 - Document Preparation Clerk	13.43
01070 - Messenger (Courier)	9.86
01090 - Duplicating Machine Operator	13.43
01110 - Film/Tape Librarian	13.37
01115 - General Clerk I	9.02
01116 - General Clerk II	10.13
01117 - General Clerk III	13.56
01118 - General Clerk IV	15.16
01120 - Housing Referral Assistant	15.34
01131 - Key Entry Operator I	10.92
01132 - Key Entry Operator II	12.94
01191 - Order Clerk I	11.62
01192 - Order Clerk II	13.79
01261 - Personnel Assistant (Employment) I	11.82
01262 - Personnel Assistant (Employment) II	13.26
01263 - Personnel Assistant (Employment) III	16.74
01264 - Personnel Assistant (Employment) IV	18.69
01270 - Production Control Clerk	16.79
01290 - Rental Clerk	13.43
01300 - Scheduler, Maintenance	14.77
01311 - Secretary I	14.77
01312 - Secretary II	16.52
01313 - Secretary III	18.00
01314 - Secretary IV	21.81
01315 - Secretary V	24.15
01320 - Service Order Dispatcher	14.00
01341 - Stenographer I	12.79
01342 - Stenographer II	14.38
01400 - Supply Technician	21.81
01420 - Survey Worker (Interviewer)	14.89
01460 - Switchboard Operator-Receptionist	12.65
01510 - Test Examiner	16.52
01520 - Test Proctor	16.52
01531 - Travel Clerk I	11.13
01532 - Travel Clerk II	11.80
01533 - Travel Clerk III	12.66

01611 - Word Processor I	12.80
01612 - Word Processor II	14.38
01613 - Word Processor III	16.08
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	13.01
03041 - Computer Operator I	11.66
03042 - Computer Operator II	13.70
03043 - Computer Operator III	15.21
03044 - Computer Operator IV	16.90
03045 - Computer Operator V	18.73
03071 - Computer Programmer I (1)	18.95
03072 - Computer Programmer II (1)	22.74
03073 - Computer Programmer III (1)	26.96
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	19.77
03102 - Computer Systems Analyst II (1)	23.44
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	11.28
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	20.41
05010 - Automotive Glass Installer	18.78
05040 - Automotive Worker	18.78
05070 - Electrician, Automotive	19.70
05100 - Mobile Equipment Servicer	15.10
05130 - Motor Equipment Metal Mechanic	20.56
05160 - Motor Equipment Metal Worker	18.78
05190 - Motor Vehicle Mechanic	18.45
05220 - Motor Vehicle Mechanic Helper	14.27
05250 - Motor Vehicle Upholstery Worker	17.86
05280 - Motor Vehicle Wrecker	18.78
05310 - Painter, Automotive	19.70
05340 - Radiator Repair Specialist	18.78
05370 - Tire Repairer	13.10
05400 - Transmission Repair Specialist	20.56
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	9.52
07010 - Baker	12.72
07041 - Cook I	12.58
07042 - Cook II	13.95
07070 - Dishwasher	9.07
07130 - Meat Cutter	16.27
07250 - Waiter/Waitress	8.94
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	15.67
09040 - Furniture Handler	12.90
09070 - Furniture Refinisher	18.02
09100 - Furniture Refinisher Helper	14.58
09110 - Furniture Repairer, Minor	16.27
09130 - Upholsterer	18.02
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	8.10
11060 - Elevator Operator	9.52
11090 - Gardener	13.28
11121 - House Keeping Aid I	9.68
11122 - House Keeping Aid II	9.72
11150 - Janitor	11.12
11210 - Laborer, Grounds Maintenance	11.18
11240 - Maid or Houseman	9.68
11270 - Pest Controller	14.55
11300 - Refuse Collector	12.62
11330 - Tractor Operator	13.75
11360 - Window Cleaner	11.86
12000 - Health Occupations	

12020 - Dental Assistant	15.07
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	15.21
12071 - Licensed Practical Nurse I	13.94
12072 - Licensed Practical Nurse II	15.64
12073 - Licensed Practical Nurse III	17.50
12100 - Medical Assistant	13.76
12130 - Medical Laboratory Technician	15.64
12160 - Medical Record Clerk	11.24
12190 - Medical Record Technician	13.54
12221 - Nursing Assistant I	8.91
12222 - Nursing Assistant II	10.48
12223 - Nursing Assistant III	11.44
12224 - Nursing Assistant IV	12.84
12250 - Pharmacy Technician	14.99
12280 - Phlebotomist	13.89
12311 - Registered Nurse I	19.34
12312 - Registered Nurse II	23.67
12313 - Registered Nurse II, Specialist	23.67
12314 - Registered Nurse III	28.64
12315 - Registered Nurse III, Anesthetist	28.64
12316 - Registered Nurse IV	34.31
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	21.66
13011 - Exhibits Specialist I	15.88
13012 - Exhibits Specialist II	19.84
13013 - Exhibits Specialist III	24.27
13041 - Illustrator I	15.88
13042 - Illustrator II	19.84
13043 - Illustrator III	24.27
13047 - Librarian	24.43
13050 - Library Technician	14.42
13071 - Photographer I	12.65
13072 - Photographer II	15.83
13073 - Photographer III	19.76
13074 - Photographer IV	24.18
13075 - Photographer V	29.26
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	9.05
15030 - Counter Attendant	9.05
15040 - Dry Cleaner	10.75
15070 - Finisher, Flatwork, Machine	9.05
15090 - Presser, Hand	9.05
15100 - Presser, Machine, Drycleaning	9.05
15130 - Presser, Machine, Shirts	9.05
15160 - Presser, Machine, Wearing Apparel, Laundry	9.05
15190 - Sewing Machine Operator	11.31
15220 - Tailor	11.88
15250 - Washer, Machine	9.61
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	19.86
19040 - Tool and Die Maker	23.36
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	17.69
21020 - Material Coordinator	16.79
21030 - Material Expediter	16.79
21040 - Material Handling Laborer	12.17
21050 - Order Filler	11.69
21071 - Forklift Operator	15.70
21080 - Production Line Worker (Food Processing)	15.24
21100 - Shipping/Receiving Clerk	11.94
21130 - Shipping Packer	11.94
21140 - Store Worker I	11.83
21150 - Stock Clerk (Shelf stocker; store worker II)	14.70

21210 - Tools and Parts Attendant	14.52
21400 - Warehouse Specialist	15.70
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	21.64
23040 - Aircraft Mechanic Helper	16.76
23050 - Aircraft Quality Control Inspector	22.61
23060 - Aircraft Servicer	18.70
23070 - Aircraft Worker	19.71
23100 - Appliance Mechanic	19.68
23120 - Bicycle Repairer	12.96
23125 - Cable Splicer	20.65
23130 - Carpenter, Maintenance	22.66
23140 - Carpet Layer	19.33
23160 - Electrician, Maintenance	24.48
23181 - Electronics Technician, Maintenance I	18.71
23182 - Electronics Technician, Maintenance II	19.68
23183 - Electronics Technician, Maintenance III	20.65
23260 - Fabric Worker	17.74
23290 - Fire Alarm System Mechanic	20.65
23310 - Fire Extinguisher Repairer	16.71
23340 - Fuel Distribution System Mechanic	21.60
23370 - General Maintenance Worker	16.38
23400 - Heating, Refrigeration and Air Conditioning Mechanic	21.95
23430 - Heavy Equipment Mechanic	20.89
23440 - Heavy Equipment Operator	22.59
23460 - Instrument Mechanic	20.65
23470 - Laborer	10.98
23500 - Locksmith	19.68
23530 - Machinery Maintenance Mechanic	21.75
23550 - Machinist, Maintenance	16.37
23580 - Maintenance Trades Helper	13.76
23640 - Millwright	20.65
23700 - Office Appliance Repairer	19.68
23740 - Painter, Aircraft	19.68
23760 - Painter, Maintenance	18.56
23790 - Pipefitter, Maintenance	20.55
23800 - Plumber, Maintenance	19.46
23820 - Pneudraulic Systems Mechanic	20.65
23850 - Rigger	20.65
23870 - Scale Mechanic	18.71
23890 - Sheet-Metal Worker, Maintenance	22.22
23910 - Small Engine Mechanic	18.71
23930 - Telecommunication Mechanic I	20.65
23931 - Telecommunication Mechanic II	21.60
23950 - Telephone Lineman	20.65
23960 - Welder, Combination, Maintenance	16.37
23965 - Well Driller	19.64
23970 - Woodcraft Worker	20.65
23980 - Woodworker	16.71
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.17
24580 - Child Care Center Clerk	11.45
24600 - Chore Aid	10.20
24630 - Homemaker	14.54
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	22.78
25040 - Sewage Plant Operator	21.22
25070 - Stationary Engineer	22.78
25190 - Ventilation Equipment Tender	16.74
25210 - Water Treatment Plant Operator	22.78
27000 - Protective Service Occupations	
(not set) - Police Officer	26.41
27004 - Alarm Monitor	12.63

27006 - Corrections Officer	22.40
27010 - Court Security Officer	22.08
27040 - Detention Officer	22.40
27070 - Firefighter	19.07
27101 - Guard I	9.39
27102 - Guard II	10.50
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	16.20
28020 - Hatch Tender	16.20
28030 - Line Handler	16.20
28040 - Stevedore I	13.39
28050 - Stevedore II	16.98
29000 - Technical Occupations	
21150 - Graphic Artist	19.99
29010 - Air Traffic Control Specialist, Center (2)	34.16
29011 - Air Traffic Control Specialist, Station (2)	23.55
29012 - Air Traffic Control Specialist, Terminal (2)	25.95
29023 - Archeological Technician I	15.37
29024 - Archeological Technician II	17.62
29025 - Archeological Technician III	21.83
29030 - Cartographic Technician	21.09
29035 - Computer Based Training (CBT) Specialist/ Instructor	19.77
29040 - Civil Engineering Technician	23.08
29061 - Drafter I	12.97
29062 - Drafter II	14.54
29063 - Drafter III	18.20
29064 - Drafter IV	22.73
29081 - Engineering Technician I	11.86
29082 - Engineering Technician II	13.30
29083 - Engineering Technician III	16.64
29084 - Engineering Technician IV	20.79
29085 - Engineering Technician V	25.42
29086 - Engineering Technician VI	30.77
29090 - Environmental Technician	21.89
29100 - Flight Simulator/Instructor (Pilot)	23.44
29160 - Instructor	20.52
29210 - Laboratory Technician	14.23
29240 - Mathematical Technician	22.02
29361 - Paralegal/Legal Assistant I	16.45
29362 - Paralegal/Legal Assistant II	20.03
29363 - Paralegal/Legal Assistant III	24.51
29364 - Paralegal/Legal Assistant IV	29.63
29390 - Photooptics Technician	21.97
29480 - Technical writer	28.42
29491 - Unexploded Ordnance (UXO) Technician I	21.71
29492 - Unexploded Ordnance (UXO) Technician II	26.27
29493 - Unexploded Ordnance (UXO) Technician III	31.48
29494 - Unexploded (UXO) Safety Escort	21.71
29495 - Unexploded (UXO) Sweep Personnel	21.71
29620 - Weather Observer, Senior (3)	18.58
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	16.71
29622 - Weather Observer, Upper Air (3)	16.71
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	17.22
31260 - Parking and Lot Attendant	8.61
31290 - Shuttle Bus Driver	12.19
31300 - Taxi Driver	12.31
31361 - Truckdriver, Light Truck	12.19
31362 - Truckdriver, Medium Truck	15.51
31363 - Truckdriver, Heavy Truck	16.32
31364 - Truckdriver, Tractor-Trailer	16.32
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	12.14

99030 - Cashier	10.02
99041 - Carnival Equipment Operator	10.16
99042 - Carnival Equipment Repairer	10.74
99043 - Carnival Worker	8.47
99050 - Desk Clerk	10.44
99095 - Embalmer	21.69
99300 - Lifeguard	10.44
99310 - Mortician	21.69
99350 - Park Attendant (Aide)	13.12
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.53
99500 - Recreation Specialist	10.64
99510 - Recycling Worker	13.27
99610 - Sales Clerk	10.44
99620 - School Crossing Guard (Crosswalk Attendant)	10.36
99630 - Sport Official	10.44
99658 - Survey Party Chief (Chief of Party)	17.18
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	12.33
99660 - Surveying Aide	9.00
99690 - Swimming Pool Operator	14.72
99720 - Vending Machine Attendant	12.57
99730 - Vending Machine Repairer	14.72
99740 - Vending Machine Repairer Helper	12.57

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- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure

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that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
William W. Gross Director	Division of Wage Determinations
	Wage Determination No.: 1994-2047 Revision No.: 25 Date of Last Revision: 06/17/2004

State: California

Area: California Counties of Los Angeles, Orange
OCCUPATION NOTES:

Heating, Air Conditioning and Refrigeration: wage rates and fringe benefits can be found on Wage Determinations 1986-0879.

Laundry: wage rates and fringe benefits can be found on Wage Determination 1977-1297.

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	11.00
01012 - Accounting Clerk II	12.52
01013 - Accounting Clerk III	14.79
01014 - Accounting Clerk IV	16.80
01030 - Court Reporter	16.84
01050 - Dispatcher, Motor Vehicle	18.52
01060 - Document Preparation Clerk	13.50
01070 - Messenger (Courier)	9.28
01090 - Duplicating Machine Operator	12.77
01110 - Film/Tape Librarian	15.46
01115 - General Clerk I	8.87
01116 - General Clerk II	10.60
01117 - General Clerk III	13.40
01118 - General Clerk IV	14.78
01120 - Housing Referral Assistant	18.43
01131 - Key Entry Operator I	11.00
01132 - Key Entry Operator II	12.98
01191 - Order Clerk I	13.72
01192 - Order Clerk II	14.88
01261 - Personnel Assistant (Employment) I	13.70
01262 - Personnel Assistant (Employment) II	14.95
01263 - Personnel Assistant (Employment) III	18.48
01264 - Personnel Assistant (Employment) IV	22.26
01270 - Production Control Clerk	18.43
01290 - Rental Clerk	14.95
01300 - Scheduler, Maintenance	14.98
01311 - Secretary I	14.98
01312 - Secretary II	18.40
01313 - Secretary III	20.12
01314 - Secretary IV	22.59
01315 - Secretary V	25.48
01320 - Service Order Dispatcher	14.72
01341 - Stenographer I	13.56

01342 - Stenographer II	15.24
01400 - Supply Technician	22.59
01420 - Survey Worker (Interviewer)	16.84
01460 - Switchboard Operator-Receptionist	13.63
01510 - Test Examiner	18.40
01520 - Test Proctor	18.40
01531 - Travel Clerk I	11.99
01532 - Travel Clerk II	12.99
01533 - Travel Clerk III	13.44
01611 - Word Processor I	14.57
01612 - Word Processor II	16.35
01613 - Word Processor III	18.29
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	14.72
03041 - Computer Operator I	14.72
03042 - Computer Operator II	16.84
03043 - Computer Operator III	19.53
03044 - Computer Operator IV	23.05
03045 - Computer Operator V	25.52
03071 - Computer Programmer I (1)	19.20
03072 - Computer Programmer II (1)	24.07
03073 - Computer Programmer III (1)	27.62
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	27.62
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	15.04
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	21.08
05010 - Automotive Glass Installer	19.73
05040 - Automotive Worker	19.73
05070 - Electrician, Automotive	20.56
05100 - Mobile Equipment Servicer	17.77
05130 - Motor Equipment Metal Mechanic	21.08
05160 - Motor Equipment Metal Worker	19.73
05190 - Motor Vehicle Mechanic	21.08
05220 - Motor Vehicle Mechanic Helper	16.45
05250 - Motor Vehicle Upholstery Worker	18.91
05280 - Motor Vehicle Wrecker	19.73
05310 - Painter, Automotive	20.56
05340 - Radiator Repair Specialist	19.73
05370 - Tire Repairer	15.47
05400 - Transmission Repair Specialist	21.08
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	8.90
07010 - Baker	11.95
07041 - Cook I	11.62
07042 - Cook II	12.88
07070 - Dishwasher	8.18
07130 - Meat Cutter	13.15
07250 - Waiter/Waitress	8.96
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	18.59
09040 - Furniture Handler	12.42
09070 - Furniture Refinisher	18.59
09100 - Furniture Refinisher Helper	14.82
09110 - Furniture Repairer, Minor	17.04
09130 - Upholsterer	18.59
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	9.64
11060 - Elevator Operator	9.59
11090 - Gardener	13.88
11121 - House Keeping Aid I	8.64

11122 - House Keeping Aid II	9.59
11150 - Janitor	9.98
11210 - Laborer, Grounds Maintenance	10.68
11240 - Maid or Houseman	8.64
11270 - Pest Controller	13.25
11300 - Refuse Collector	10.56
11330 - Tractor Operator	12.88
11360 - Window Cleaner	11.31
12000 - Health Occupations	
12020 - Dental Assistant	14.77
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	16.07
12071 - Licensed Practical Nurse I	15.23
12072 - Licensed Practical Nurse II	17.06
12073 - Licensed Practical Nurse III	17.89
12100 - Medical Assistant	12.71
12130 - Medical Laboratory Technician	15.81
12160 - Medical Record Clerk	13.21
12190 - Medical Record Technician	15.93
12221 - Nursing Assistant I	8.48
12222 - Nursing Assistant II	9.54
12223 - Nursing Assistant III	10.41
12224 - Nursing Assistant IV	11.69
12250 - Pharmacy Technician	14.65
12280 - Phlebotomist	12.49
12311 - Registered Nurse I	24.96
12312 - Registered Nurse II	30.54
12313 - Registered Nurse II, Specialist	30.54
12314 - Registered Nurse III	36.96
12315 - Registered Nurse III, Anesthetist	36.96
12316 - Registered Nurse IV	44.30
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	18.98
13011 - Exhibits Specialist I	23.63
13012 - Exhibits Specialist II	29.25
13013 - Exhibits Specialist III	32.97
13041 - Illustrator I	21.88
13042 - Illustrator II	27.11
13043 - Illustrator III	30.56
13047 - Librarian	25.60
13050 - Library Technician	16.27
13071 - Photographer I	16.42
13072 - Photographer II	19.86
13073 - Photographer III	26.61
13074 - Photographer IV	30.51
13075 - Photographer V	36.92
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	18.52
19040 - Tool and Die Maker	23.95
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	17.91
21020 - Material Coordinator	18.45
21030 - Material Expediter	18.45
21040 - Material Handling Laborer	11.84
21050 - Order Filler	12.38
21071 - Forklift Operator	13.69
21080 - Production Line Worker (Food Processing)	14.22
21100 - Shipping/Receiving Clerk	12.73
21130 - Shipping Packer	12.73
21140 - Store Worker I	9.54
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	13.62
21210 - Tools and Parts Attendant	14.35
21400 - Warehouse Specialist	14.22
23000 - Mechanics and Maintenance and Repair Occupations	

23010 - Aircraft Mechanic	21.21
23040 - Aircraft Mechanic Helper	14.82
23050 - Aircraft Quality Control Inspector	22.08
23060 - Aircraft Servicer	17.04
23070 - Aircraft Worker	17.78
23100 - Appliance Mechanic	18.59
23120 - Bicycle Repairer	15.47
23125 - Cable Splicer	25.85
23130 - Carpenter, Maintenance	22.40
23140 - Carpet Layer	17.78
23160 - Electrician, Maintenance	25.77
23181 - Electronics Technician, Maintenance I	17.47
23182 - Electronics Technician, Maintenance II	22.81
23183 - Electronics Technician, Maintenance III	26.53
23260 - Fabric Worker	18.76
23290 - Fire Alarm System Mechanic	20.30
23310 - Fire Extinguisher Repairer	16.01
23340 - Fuel Distribution System Mechanic	21.73
23370 - General Maintenance Worker	17.78
23430 - Heavy Equipment Mechanic	21.89
23440 - Heavy Equipment Operator	24.39
23460 - Instrument Mechanic	22.08
23470 - Laborer	11.63
23500 - Locksmith	18.59
23530 - Machinery Maintenance Mechanic	19.97
23550 - Machinist, Maintenance	22.19
23580 - Maintenance Trades Helper	14.82
23640 - Millwright	21.56
23700 - Office Appliance Repairer	19.12
23740 - Painter, Aircraft	18.59
23760 - Painter, Maintenance	18.59
23790 - Pipefitter, Maintenance	20.45
23800 - Plumber, Maintenance	19.65
23820 - Pneudraulic Systems Mechanic	20.30
23850 - Rigger	21.90
23870 - Scale Mechanic	17.95
23890 - Sheet-Metal Worker, Maintenance	19.75
23910 - Small Engine Mechanic	17.78
23930 - Telecommunication Mechanic I	20.30
23931 - Telecommunication Mechanic II	21.41
23950 - Telephone Lineman	21.00
23960 - Welder, Combination, Maintenance	19.75
23965 - Well Driller	20.63
23970 - Woodcraft Worker	19.75
23980 - Woodworker	16.01
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.36
24580 - Child Care Center Clerk	14.17
24600 - Chore Aid	9.25
24630 - Homemaker	16.98
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	22.64
25040 - Sewage Plant Operator	25.33
25070 - Stationary Engineer	22.64
25190 - Ventilation Equipment Tender	17.36
25210 - Water Treatment Plant Operator	23.43
27000 - Protective Service Occupations	
(not set) - Police Officer	30.60
27004 - Alarm Monitor	19.48
27006 - Corrections Officer	23.19
27010 - Court Security Officer	25.03
27040 - Detention Officer	23.19
27070 - Firefighter	26.81

27101 - Guard I	9.36
27102 - Guard II	17.77
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	17.49
28020 - Hatch Tender	17.49
28030 - Line Handler	17.49
28040 - Stevedore I	17.90
28050 - Stevedore II	19.48
29000 - Technical Occupations	
21150 - Graphic Artist	23.34
29010 - Air Traffic Control Specialist, Center (2)	31.95
29011 - Air Traffic Control Specialist, Station (2)	22.03
29012 - Air Traffic Control Specialist, Terminal (2)	24.27
29023 - Archeological Technician I	18.35
29024 - Archeological Technician II	20.53
29025 - Archeological Technician III	25.44
29030 - Cartographic Technician	29.26
29035 - Computer Based Training (CBT) Specialist/ Instructor	27.62
29040 - Civil Engineering Technician	25.24
29061 - Drafter I	17.40
29062 - Drafter II	19.52
29063 - Drafter III	23.58
29064 - Drafter IV	29.26
29081 - Engineering Technician I	15.26
29082 - Engineering Technician II	17.01
29083 - Engineering Technician III	19.43
29084 - Engineering Technician IV	23.66
29085 - Engineering Technician V	28.83
29086 - Engineering Technician VI	34.89
29090 - Environmental Technician	21.05
29100 - Flight Simulator/Instructor (Pilot)	33.42
29160 - Instructor	24.80
29210 - Laboratory Technician	16.90
29240 - Mathematical Technician	24.77
29361 - Paralegal/Legal Assistant I	18.29
29362 - Paralegal/Legal Assistant II	21.53
29363 - Paralegal/Legal Assistant III	26.27
29364 - Paralegal/Legal Assistant IV	31.88
29390 - Photooptics Technician	23.33
29480 - Technical Writer	27.64
29491 - Unexploded Ordnance (UXO) Technician I	20.98
29492 - Unexploded Ordnance (UXO) Technician II	25.39
29493 - Unexploded Ordnance (UXO) Technician III	30.43
29494 - Unexploded (UXO) Safety Escort	20.98
29495 - Unexploded (UXO) Sweep Personnel	20.98
29620 - Weather Observer, Senior (3)	20.99
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	18.88
29622 - Weather Observer, Upper Air (3)	18.88
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	16.22
31260 - Parking and Lot Attendant	8.37
31290 - Shuttle Bus Driver	12.32
31300 - Taxi Driver	11.57
31361 - Truckdriver, Light Truck	12.32
31362 - Truckdriver, Medium Truck	17.07
31363 - Truckdriver, Heavy Truck	18.25
31364 - Truckdriver, Tractor-Trailer	18.25
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	10.13
99030 - Cashier	12.11
99041 - Carnival Equipment Operator	11.01
99042 - Carnival Equipment Repairer	11.86
99043 - Carnival Worker	8.35

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99050 - Desk Clerk	12.65
99095 - Embalmer	19.16
99300 - Lifeguard	11.03
99310 - Mortician	21.33
99350 - Park Attendant (Aide)	13.85
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	14.25
99500 - Recreation Specialist	16.23
99510 - Recycling Worker	13.93
99610 - Sales Clerk	11.58
99620 - School Crossing Guard (Crosswalk Attendant)	8.92
99630 - Sport Official	11.03
99658 - Survey Party Chief (Chief of Party)	28.47
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	21.43
99660 - Surveying Aide	15.66
99690 - Swimming Pool Operator	13.74
99720 - Vending Machine Attendant	11.51
99730 - Vending Machine Repairer	13.74
99740 - Vending Machine Repairer Helper	11.51

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.59 an hour or \$103.60 a week or \$448.93 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees

employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide

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classifications listed in the wage determination.

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REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
William W. Gross Director	Division of Wage Determinations
	Wage Determination No.: 1994-2045 Revision No.: 21 Date of Last Revision: 08/16/2004

State: California

Area: California Counties of Fresno, Madera, Mariposa, Merced

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	11.04
01012 - Accounting Clerk II	11.14
01013 - Accounting Clerk III	13.46
01014 - Accounting Clerk IV	16.86
01030 - Court Reporter	17.27
01050 - Dispatcher, Motor Vehicle	14.40
01060 - Document Preparation Clerk	12.25
01070 - Messenger (Courier)	8.55
01090 - Duplicating Machine Operator	12.25
01110 - Film/Tape Librarian	13.19
01115 - General Clerk I	9.29
01116 - General Clerk II	10.42
01117 - General Clerk III	11.26
01118 - General Clerk IV	12.79
01120 - Housing Referral Assistant	16.05
01131 - Key Entry Operator I	10.32
01132 - Key Entry Operator II	11.21
01191 - Order Clerk I	11.17
01192 - Order Clerk II	11.91
01261 - Personnel Assistant (Employment) I	12.61
01262 - Personnel Assistant (Employment) II	14.17
01263 - Personnel Assistant (Employment) III	15.11
01264 - Personnel Assistant (Employment) IV	17.38
01270 - Production Control Clerk	15.87
01290 - Rental Clerk	11.59
01300 - Scheduler, Maintenance	12.91
01311 - Secretary I	12.91
01312 - Secretary II	15.26
01313 - Secretary III	16.05
01314 - Secretary IV	18.15
01315 - Secretary V	19.77
01320 - Service Order Dispatcher	14.40
01341 - Stenographer I	14.47
01342 - Stenographer II	16.20
01400 - Supply Technician	18.15
01420 - Survey Worker (Interviewer)	13.65
01460 - Switchboard Operator-Receptionist	9.59
01510 - Test Examiner	15.26
01520 - Test Proctor	15.26
01531 - Travel Clerk I	10.70
01532 - Travel Clerk II	11.26
01533 - Travel Clerk III	12.20

01611 - Word Processor I	11.90
01612 - Word Processor II	12.98
01613 - Word Processor III	14.94
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	14.14
03041 - Computer Operator I	14.14
03042 - Computer Operator II	16.10
03043 - Computer Operator III	18.61
03044 - Computer Operator IV	20.64
03045 - Computer Operator V	22.91
03071 - Computer Programmer I (1)	15.06
03072 - Computer Programmer II (1)	18.54
03073 - Computer Programmer III (1)	25.47
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	23.71
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	12.60
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	15.41
05010 - Automotive Glass Installer	13.78
05040 - Automotive Worker	13.78
05070 - Electrician, Automotive	15.31
05100 - Mobile Equipment Servicer	12.23
05130 - Motor Equipment Metal Mechanic	15.31
05160 - Motor Equipment Metal Worker	13.78
05190 - Motor Vehicle Mechanic	15.63
05220 - Motor Vehicle Mechanic Helper	11.59
05250 - Motor Vehicle Upholstery Worker	13.58
05280 - Motor Vehicle Wrecker	13.78
05310 - Painter, Automotive	14.54
05340 - Radiator Repair Specialist	13.78
05370 - Tire Repairer	11.82
05400 - Transmission Repair Specialist	15.31
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	8.92
07010 - Baker	10.83
07041 - Cook I	10.91
07042 - Cook II	11.48
07070 - Dishwasher	7.66
07130 - Meat Cutter	11.61
07250 - Waiter/Waitress	8.19
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	14.54
09040 - Furniture Handler	11.59
09070 - Furniture Refinisher	14.54
09100 - Furniture Refinisher Helper	11.59
09110 - Furniture Repairer, Minor	13.01
09130 - Upholsterer	14.54
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	8.36
11060 - Elevator Operator	8.54
11090 - Gardener	11.52
11121 - House Keeping Aid I	7.76
11122 - House Keeping Aid II	9.08
11150 - Janitor	9.72
11210 - Laborer, Grounds Maintenance	10.71
11240 - Maid or Houseman	7.76
11270 - Pest Controller	11.19
11300 - Refuse Collector	10.74
11330 - Tractor Operator	10.01
11360 - Window Cleaner	10.39
12000 - Health Occupations	

12020 - Dental Assistant	12.46
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	13.05
12071 - Licensed Practical Nurse I	12.66
12072 - Licensed Practical Nurse II	14.21
12073 - Licensed Practical Nurse III	15.89
12100 - Medical Assistant	10.87
12130 - Medical Laboratory Technician	14.96
12160 - Medical Record Clerk	11.24
12190 - Medical Record Technician	13.54
12221 - Nursing Assistant I	8.36
12222 - Nursing Assistant II	9.40
12223 - Nursing Assistant III	10.25
12224 - Nursing Assistant IV	11.51
12250 - Pharmacy Technician	14.45
12280 - Phlebotomist	12.36
12311 - Registered Nurse I	18.43
12312 - Registered Nurse II	22.47
12313 - Registered Nurse II, Specialist	22.47
12314 - Registered Nurse III	27.29
12315 - Registered Nurse III, Anesthetist	27.29
12316 - Registered Nurse IV	32.68
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	20.04
13011 - Exhibits Specialist I	16.29
13012 - Exhibits Specialist II	18.25
13013 - Exhibits Specialist III	20.53
13041 - Illustrator I	16.29
13042 - Illustrator II	18.25
13043 - Illustrator III	20.53
13047 - Librarian	24.09
13050 - Library Technician	14.59
13071 - Photographer I	13.09
13072 - Photographer II	14.75
13073 - Photographer III	16.51
13074 - Photographer IV	20.43
13075 - Photographer V	24.70
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	8.12
15030 - Counter Attendant	8.12
15040 - Dry Cleaner	9.14
15070 - Finisher, Flatwork, Machine	8.12
15090 - Presser, Hand	8.12
15100 - Presser, Machine, Drycleaning	8.12
15130 - Presser, Machine, Shirts	8.12
15160 - Presser, Machine, Wearing Apparel, Laundry	8.12
15190 - Sewing Machine Operator	9.70
15220 - Tailor	11.35
15250 - Washer, Machine	8.60
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	17.59
19040 - Tool and Die Maker	21.56
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	14.80
21020 - Material Coordinator	16.37
21030 - Material Expediter	16.37
21040 - Material Handling Laborer	9.32
21050 - Order Filler	12.13
21071 - Forklift Operator	11.93
21080 - Production Line Worker (Food Processing)	8.15
21100 - Shipping/Receiving Clerk	11.49
21130 - Shipping Packer	13.60
21140 - Store Worker I	9.28
21150 - Stock Clerk (Shelf stocker; store worker II)	11.92

21210 - Tools and Parts Attendant	12.75
21400 - Warehouse Specialist	12.75
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	19.89
23040 - Aircraft Mechanic Helper	15.07
23050 - Aircraft Quality Control Inspector	20.69
23060 - Aircraft Servicer	16.90
23070 - Aircraft Worker	17.91
23100 - Appliance Mechanic	15.99
23120 - Bicycle Repairer	11.82
23125 - Cable Splicer	18.59
23130 - Carpenter, Maintenance	17.86
23140 - Carpet Layer	16.68
23160 - Electrician, Maintenance	17.74
23181 - Electronics Technician, Maintenance I	14.38
23182 - Electronics Technician, Maintenance II	17.10
23183 - Electronics Technician, Maintenance III	19.91
23260 - Fabric Worker	15.59
23290 - Fire Alarm System Mechanic	18.59
23310 - Fire Extinguisher Repairer	14.58
23340 - Fuel Distribution System Mechanic	19.55
23370 - General Maintenance Worker	14.00
23400 - Heating, Refrigeration and Air Conditioning Mechanic	19.29
23430 - Heavy Equipment Mechanic	19.18
23440 - Heavy Equipment Operator	20.37
23460 - Instrument Mechanic	18.59
23470 - Laborer	9.22
23500 - Locksmith	17.23
23530 - Machinery Maintenance Mechanic	18.89
23550 - Machinist, Maintenance	18.19
23580 - Maintenance Trades Helper	11.48
23640 - Millwright	20.04
23700 - Office Appliance Repairer	17.59
23740 - Painter, Aircraft	14.54
23760 - Painter, Maintenance	15.78
23790 - Pipefitter, Maintenance	20.74
23800 - Plumber, Maintenance	18.43
23820 - Pneudraulic Systems Mechanic	19.27
23850 - Rigger	19.27
23870 - Scale Mechanic	17.34
23890 - Sheet-Metal Worker, Maintenance	17.48
23910 - Small Engine Mechanic	13.78
23930 - Telecommunication Mechanic I	19.37
23931 - Telecommunication Mechanic II	20.14
23950 - Telephone Lineman	18.59
23960 - Welder, Combination, Maintenance	15.31
23965 - Well Driller	18.18
23970 - Woodcraft Worker	18.59
23980 - Woodworker	14.20
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.54
24580 - Child Care Center Clerk	11.60
24600 - Chore Aid	8.03
24630 - Homemaker	12.49
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	20.37
25040 - Sewage Plant Operator	18.36
25070 - Stationary Engineer	23.44
25190 - Ventilation Equipment Tender	14.92
25210 - Water Treatment Plant Operator	18.36
27000 - Protective Service Occupations	
(not set) - Police Officer	26.52
27004 - Alarm Monitor	12.41

27006 - Corrections Officer	23.76
27010 - Court Security Officer	24.85
27040 - Detention Officer	23.76
27070 - Firefighter	21.20
27101 - Guard I	8.92
27102 - Guard II	13.40
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	16.80
28020 - Hatch Tender	16.80
28030 - Line Handler	16.80
28040 - Stevedore I	15.88
28050 - Stevedore II	19.47
29000 - Technical Occupations	
21150 - Graphic Artist	17.43
29010 - Air Traffic Control Specialist, Center (2)	29.55
29011 - Air Traffic Control Specialist, Station (2)	20.53
29012 - Air Traffic Control Specialist, Terminal (2)	22.56
29023 - Archeological Technician I	13.67
29024 - Archeological Technician II	15.30
29025 - Archeological Technician III	18.96
29030 - Cartographic Technician	17.50
29035 - Computer Based Training (CBT) Specialist/ Instructor	24.61
29040 - Civil Engineering Technician	21.00
29061 - Drafter I	12.64
29062 - Drafter II	13.72
29063 - Drafter III	15.47
29064 - Drafter IV	17.32
29081 - Engineering Technician I	13.97
29082 - Engineering Technician II	15.25
29083 - Engineering Technician III	18.31
29084 - Engineering Technician IV	19.15
29085 - Engineering Technician V	23.68
29086 - Engineering Technician VI	28.65
29090 - Environmental Technician	15.49
29100 - Flight Simulator/Instructor (Pilot)	26.68
29160 - Instructor	19.65
29210 - Laboratory Technician	14.63
29240 - Mathematical Technician	17.32
29361 - Paralegal/Legal Assistant I	15.17
29362 - Paralegal/Legal Assistant II	17.12
29363 - Paralegal/Legal Assistant III	20.92
29364 - Paralegal/Legal Assistant IV	25.33
29390 - Photooptics Technician	17.32
29480 - Technical Writer	24.61
29491 - Unexploded Ordnance (UXO) Technician I	19.38
29492 - Unexploded Ordnance (UXO) Technician II	23.45
29493 - Unexploded Ordnance (UXO) Technician III	28.11
29494 - Unexploded (UXO) Safety Escort	19.38
29495 - Unexploded (UXO) Sweep Personnel	19.38
29620 - Weather Observer, Senior (3)	20.62
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	18.60
29622 - Weather Observer, Upper Air (3)	18.60
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	15.29
31260 - Parking and Lot Attendant	8.15
31290 - Shuttle Bus Driver	12.40
31300 - Taxi Driver	10.61
31361 - Truckdriver, Light Truck	11.51
31362 - Truckdriver, Medium Truck	13.11
31363 - Truckdriver, Heavy Truck	15.98
31364 - Truckdriver, Tractor-Trailer	15.98
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	9.94

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99030 - Cashier	8.50
99041 - Carnival Equipment Operator	9.77
99042 - Carnival Equipment Repairer	10.42
99043 - Carnival Worker	7.66
99050 - Desk Clerk	9.32
99095 - Embalmer	19.38
99300 - Lifeguard	10.19
99310 - Mortician	20.05
99350 - Park Attendant (Aide)	12.55
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.87
99500 - Recreation Specialist	15.12
99510 - Recycling Worker	12.36
99610 - Sales Clerk	10.62
99620 - School Crossing Guard (Crosswalk Attendant)	8.59
99630 - Sport Official	10.19
99658 - Survey Party Chief (Chief of Party)	19.22
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	17.47
99660 - Surveying Aide	12.77
99690 - Swimming Pool Operator	13.33
99720 - Vending Machine Attendant	9.55
99730 - Vending Machine Repairer	13.33
99740 - Vending Machine Repairer Helper	10.37

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.59 an hour or \$103.60 a week or \$448.93 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on

Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This

publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure

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that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
William W. Gross Director	Division of Wage Determinations
	Wage Determination No.: 1994-2043 Revision No.: 25 Date of Last Revision: 08/10/2004

State: California

Area: California County of Kern

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	12.09
01012 - Accounting Clerk II	13.19
01013 - Accounting Clerk III	14.80
01014 - Accounting Clerk IV	17.62
01030 - Court Reporter	20.61
01050 - Dispatcher, Motor Vehicle	16.05
01060 - Document Preparation Clerk	13.41
01070 - Messenger (Courier)	10.04
01090 - Duplicating Machine Operator	13.41
01110 - Film/Tape Librarian	12.12
01115 - General Clerk I	10.51
01116 - General Clerk II	11.81
01117 - General Clerk III	14.75
01118 - General Clerk IV	16.57
01120 - Housing Referral Assistant	16.99
01131 - Key Entry Operator I	11.66
01132 - Key Entry Operator II	13.63
01191 - Order Clerk I	12.46
01192 - Order Clerk II	12.99
01261 - Personnel Assistant (Employment) I	12.03
01262 - Personnel Assistant (Employment) II	13.50
01263 - Personnel Assistant (Employment) III	16.69
01264 - Personnel Assistant (Employment) IV	17.84
01270 - Production Control Clerk	18.35
01290 - Rental Clerk	12.27
01300 - Scheduler, Maintenance	13.38
01311 - Secretary I	13.38
01312 - Secretary II	15.67
01313 - Secretary III	16.99
01314 - Secretary IV	21.05
01315 - Secretary V	23.37
01320 - Service Order Dispatcher	15.21
01341 - Stenographer I	14.41
01342 - Stenographer II	16.70
01400 - Supply Technician	21.05
01420 - Survey Worker (Interviewer)	15.31
01460 - Switchboard Operator-Receptionist	10.21
01510 - Test Examiner	16.40
01520 - Test Proctor	16.40
01531 - Travel Clerk I	10.34
01532 - Travel Clerk II	10.88
01533 - Travel Clerk III	11.79

01611 - Word Processor I	12.22
01612 - Word Processor II	15.16
01613 - Word Processor III	17.03
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	14.82
03041 - Computer Operator I	14.82
03042 - Computer Operator II	17.11
03043 - Computer Operator III	20.65
03044 - Computer Operator IV	23.10
03045 - Computer Operator V	25.67
03071 - Computer Programmer I (1)	18.91
03072 - Computer Programmer II (1)	22.98
03073 - Computer Programmer III (1)	26.30
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	19.80
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	14.82
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	17.23
05010 - Automotive Glass Installer	15.90
05040 - Automotive Worker	15.90
05070 - Electrician, Automotive	16.55
05100 - Mobile Equipment Servicer	14.36
05130 - Motor Equipment Metal Mechanic	17.23
05160 - Motor Equipment Metal Worker	15.90
05190 - Motor Vehicle Mechanic	17.23
05220 - Motor Vehicle Mechanic Helper	13.30
05250 - Motor Vehicle Upholstery Worker	15.42
05280 - Motor Vehicle Wrecker	15.90
05310 - Painter, Automotive	16.54
05340 - Radiator Repair Specialist	15.90
05370 - Tire Repairer	13.87
05400 - Transmission Repair Specialist	17.23
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	9.28
07010 - Baker	13.65
07041 - Cook I	11.20
07042 - Cook II	12.41
07070 - Dishwasher	9.15
07130 - Meat Cutter	13.45
07250 - Waiter/Waitress	8.77
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	16.54
09040 - Furniture Handler	12.87
09070 - Furniture Refinisher	16.54
09100 - Furniture Refinisher Helper	13.30
09110 - Furniture Repairer, Minor	15.21
09130 - Upholsterer	16.54
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	7.99
11060 - Elevator Operator	10.42
11090 - Gardener	11.06
11121 - House Keeping Aid I	7.96
11122 - House Keeping Aid II	9.82
11150 - Janitor	10.09
11210 - Laborer, Grounds Maintenance	10.60
11240 - Maid or Houseman	7.70
11270 - Pest Controller	12.64
11300 - Refuse Collector	13.39
11330 - Tractor Operator	12.57
11360 - Window Cleaner	11.13
12000 - Health Occupations	

12020 - Dental Assistant	13.51
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	13.66
12071 - Licensed Practical Nurse I	13.66
12072 - Licensed Practical Nurse II	15.35
12073 - Licensed Practical Nurse III	17.17
12100 - Medical Assistant	11.62
12130 - Medical Laboratory Technician	13.85
12160 - Medical Record Clerk	10.89
12190 - Medical Record Technician	13.12
12221 - Nursing Assistant I	8.38
12222 - Nursing Assistant II	9.41
12223 - Nursing Assistant III	10.26
12224 - Nursing Assistant IV	11.54
12250 - Pharmacy Technician	15.03
12280 - Phlebotomist	15.00
12311 - Registered Nurse I	18.99
12312 - Registered Nurse II	23.25
12313 - Registered Nurse II, Specialist	23.25
12314 - Registered Nurse III	28.12
12315 - Registered Nurse III, Anesthetist	28.12
12316 - Registered Nurse IV	33.44
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	20.22
13011 - Exhibits Specialist I	17.88
13012 - Exhibits Specialist II	21.28
13013 - Exhibits Specialist III	26.31
13041 - Illustrator I	16.40
13042 - Illustrator II	20.22
13043 - Illustrator III	24.72
13047 - Librarian	22.47
13050 - Library Technician	12.99
13071 - Photographer I	12.90
13072 - Photographer II	15.38
13073 - Photographer III	18.66
13074 - Photographer IV	22.83
13075 - Photographer V	28.08
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	7.87
15030 - Counter Attendant	7.87
15040 - Dry Cleaner	9.33
15070 - Finisher, Flatwork, Machine	7.87
15090 - Presser, Hand	7.87
15100 - Presser, Machine, Drycleaning	7.87
15130 - Presser, Machine, Shirts	7.87
15160 - Presser, Machine, Wearing Apparel, Laundry	7.87
15190 - Sewing Machine Operator	9.86
15220 - Tailor	10.38
15250 - Washer, Machine	8.33
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	18.03
19040 - Tool and Die Maker	24.06
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	18.02
21020 - Material Coordinator	16.90
21030 - Material Expediter	16.90
21040 - Material Handling Laborer	10.54
21050 - Order Filler	12.17
21071 - Forklift Operator	11.77
21080 - Production Line Worker (Food Processing)	12.32
21100 - Shipping/Receiving Clerk	12.47
21130 - Shipping Packer	12.47
21140 - Store Worker I	9.42
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	12.26

21210 - Tools and Parts Attendant	12.30
21400 - Warehouse Specialist	12.30
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	21.65
23040 - Aircraft Mechanic Helper	17.01
23050 - Aircraft Quality Control Inspector	22.95
23060 - Aircraft Servicer	19.47
23070 - Aircraft Worker	20.33
23100 - Appliance Mechanic	17.40
23120 - Bicycle Repairer	13.87
23125 - Cable Splicer	19.82
23130 - Carpenter, Maintenance	18.10
23140 - Carpet Layer	16.30
23160 - Electrician, Maintenance	20.33
23181 - Electronics Technician, Maintenance I	18.38
23182 - Electronics Technician, Maintenance II	20.33
23183 - Electronics Technician, Maintenance III	21.94
23260 - Fabric Worker	16.01
23290 - Fire Alarm System Mechanic	19.04
23310 - Fire Extinguisher Repairer	15.00
23340 - Fuel Distribution System Mechanic	21.02
23370 - General Maintenance Worker	17.02
23400 - Heating, Refrigeration and Air Conditioning Mechanic	19.89
23430 - Heavy Equipment Mechanic	19.67
23440 - Heavy Equipment Operator	22.11
23460 - Instrument Mechanic	19.29
23470 - Laborer	11.28
23500 - Locksmith	17.97
23530 - Machinery Maintenance Mechanic	22.36
23550 - Machinist, Maintenance	18.42
23580 - Maintenance Trades Helper	13.30
23640 - Millwright	18.70
23700 - Office Appliance Repairer	18.07
23740 - Painter, Aircraft	16.54
23760 - Painter, Maintenance	16.54
23790 - Pipefitter, Maintenance	18.06
23800 - Plumber, Maintenance	17.34
23820 - Pneudraulic Systems Mechanic	19.04
23850 - Rigger	22.39
23870 - Scale Mechanic	17.02
23890 - Sheet-Metal Worker, Maintenance	19.46
23910 - Small Engine Mechanic	16.93
23930 - Telecommunication Mechanic I	22.00
23931 - Telecommunication Mechanic II	23.96
23950 - Telephone Lineman	22.00
23960 - Welder, Combination, Maintenance	17.87
23965 - Well Driller	19.04
23970 - Woodcraft Worker	19.04
23980 - Woodworker	15.44
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.21
24580 - Child Care Center Clerk	14.31
24600 - Chore Aid	8.39
24630 - Homemaker	15.31
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	23.97
25040 - Sewage Plant Operator	20.85
25070 - Stationary Engineer	25.88
25190 - Ventilation Equipment Tender	15.39
25210 - Water Treatment Plant Operator	20.85
27000 - Protective Service Occupations	
(not set) - Police Officer	25.97
27004 - Alarm Monitor	13.82

27006 - Corrections Officer	23.13
27010 - Court Security Officer	24.02
27040 - Detention Officer	24.02
27070 - Firefighter	24.02
27101 - Guard I	10.53
27102 - Guard II	11.50
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	18.28
28020 - Hatch Tender	18.28
28030 - Line Handler	18.28
28040 - Stevedore I	15.49
28050 - Stevedore II	19.37
29000 - Technical Occupations	
21150 - Graphic Artist	15.59
29010 - Air Traffic Control Specialist, Center (2)	29.93
29011 - Air Traffic Control Specialist, Station (2)	20.62
29012 - Air Traffic Control Specialist, Terminal (2)	22.72
29023 - Archeological Technician I	14.85
29024 - Archeological Technician II	16.61
29025 - Archeological Technician III	20.56
29030 - Cartographic Technician	27.00
29035 - Computer Based Training (CBT) Specialist/ Instructor	19.80
29040 - Civil Engineering Technician	22.35
29061 - Drafter I	14.51
29062 - Drafter II	17.30
29063 - Drafter III	24.04
29064 - Drafter IV	24.84
29081 - Engineering Technician I	12.46
29082 - Engineering Technician II	14.87
29083 - Engineering Technician III	18.79
29084 - Engineering Technician IV	21.88
29085 - Engineering Technician V	28.14
29086 - Engineering Technician VI	32.37
29090 - Environmental Technician	18.29
29100 - Flight Simulator/Instructor (Pilot)	27.62
29160 - Instructor	19.77
29210 - Laboratory Technician	17.15
29240 - Mathematical Technician	21.87
29361 - Paralegal/Legal Assistant I	15.78
29362 - Paralegal/Legal Assistant II	20.06
29363 - Paralegal/Legal Assistant III	24.54
29364 - Paralegal/Legal Assistant IV	29.68
29390 - Photooptics Technician	24.00
29480 - Technical writer	30.28
29491 - Unexploded Ordnance (UXO) Technician I	19.02
29492 - Unexploded Ordnance (UXO) Technician II	23.01
29493 - Unexploded Ordnance (UXO) Technician III	27.58
29494 - Unexploded (UXO) Safety Escort	19.02
29495 - Unexploded (UXO) Sweep Personnel	19.02
29620 - Weather Observer, Senior (3)	18.94
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	17.04
29622 - Weather Observer, Upper Air (3)	16.83
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	13.77
31260 - Parking and Lot Attendant	8.14
31290 - Shuttle Bus Driver	12.32
31300 - Taxi Driver	10.48
31361 - Truckdriver, Light Truck	12.09
31362 - Truckdriver, Medium Truck	15.99
31363 - Truckdriver, Heavy Truck	16.27
31364 - Truckdriver, Tractor-Trailer	16.27
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	9.15

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99030 - Cashier	9.07
99041 - Carnival Equipment Operator	13.24
99042 - Carnival Equipment Repairer	14.27
99043 - Carnival Worker	8.73
99050 - Desk Clerk	8.44
99095 - Embalmer	19.02
99300 - Lifeguard	9.99
99310 - Mortician	19.02
99350 - Park Attendant (Aide)	12.55
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.99
99500 - Recreation Specialist	12.32
99510 - Recycling Worker	16.95
99610 - Sales Clerk	10.45
99620 - School Crossing Guard (Crosswalk Attendant)	8.31
99630 - Sport Official	9.99
99658 - Survey Party Chief (Chief of Party)	17.56
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	15.96
99660 - Surveying Aide	11.65
99690 - Swimming Pool Operator	13.99
99720 - Vending Machine Attendant	12.05
99730 - Vending Machine Repairer	15.09
99740 - Vending Machine Repairer Helper	12.98

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.59 an hour or \$103.60 a week or \$448.93 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on

Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of wage and hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties)

contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process

the
request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
William W. Gross Director	Division of Wage Determinations
	Wage Determination No.: 1994-2037 Revision No.: 27 Date of Last Revision: 08/18/2004

State: Arkansas

Area: Arkansas Counties of Benton, Carroll, Crawford, Franklin, Johnson, Logan, Madison, Newton, Polk, Scott, Sebastian, Washington

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	9.62
01012 - Accounting Clerk II	11.27
01013 - Accounting Clerk III	14.86
01014 - Accounting Clerk IV	14.96
01030 - Court Reporter	11.62
01050 - Dispatcher, Motor Vehicle	14.60
01060 - Document Preparation Clerk	10.55
01070 - Messenger (Courier)	7.54
01090 - Duplicating Machine Operator	10.55
01110 - Film/Tape Librarian	10.12
01115 - General Clerk I	8.46
01116 - General Clerk II	9.51
01117 - General Clerk III	10.37
01118 - General Clerk IV	11.62
01120 - Housing Referral Assistant	13.25
01131 - Key Entry Operator I	8.86
01132 - Key Entry Operator II	10.15
01191 - Order Clerk I	9.09
01192 - Order Clerk II	11.11
01261 - Personnel Assistant (Employment) I	10.17
01262 - Personnel Assistant (Employment) II	11.62
01263 - Personnel Assistant (Employment) III	12.17
01264 - Personnel Assistant (Employment) IV	13.89
01270 - Production Control Clerk	15.03
01290 - Rental Clerk	9.11
01300 - Scheduler, Maintenance	9.98
01311 - Secretary I	9.98
01312 - Secretary II	11.62
01313 - Secretary III	13.25
01314 - Secretary IV	13.62
01315 - Secretary V	15.28
01320 - Service Order Dispatcher	12.56
01341 - Stenographer I	8.18
01342 - Stenographer II	9.17
01400 - Supply Technician	13.62
01420 - Survey Worker (Interviewer)	9.75
01460 - Switchboard Operator-Receptionist	8.57
01510 - Test Examiner	11.62
01520 - Test Proctor	11.62
01531 - Travel Clerk I	9.80
01532 - Travel Clerk II	10.66

01533 - Travel Clerk III	11.27
01611 - Word Processor I	9.05
01612 - Word Processor II	10.58
01613 - Word Processor III	11.80
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	12.51
03041 - Computer Operator I	12.51
03042 - Computer Operator II	14.90
03043 - Computer Operator III	17.16
03044 - Computer Operator IV	17.57
03045 - Computer Operator V	21.11
03071 - Computer Programmer I (1)	12.74
03072 - Computer Programmer II (1)	15.62
03073 - Computer Programmer III (1)	18.34
03074 - Computer Programmer IV (1)	22.40
03101 - Computer Systems Analyst I (1)	19.87
03102 - Computer Systems Analyst II (1)	23.17
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	12.51
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	13.73
05010 - Automotive Glass Installer	12.16
05040 - Automotive Worker	12.16
05070 - Electrician, Automotive	12.88
05100 - Mobile Equipment Servicer	11.00
05130 - Motor Equipment Metal Mechanic	13.59
05160 - Motor Equipment Metal Worker	12.16
05190 - Motor Vehicle Mechanic	13.59
05220 - Motor Vehicle Mechanic Helper	10.88
05250 - Motor Vehicle Upholstery Worker	11.44
05280 - Motor Vehicle Wrecker	12.19
05310 - Painter, Automotive	12.88
05340 - Radiator Repair Specialist	12.16
05370 - Tire Repairer	10.37
05400 - Transmission Repair Specialist	13.59
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	8.04
07010 - Baker	12.42
07041 - Cook I	10.97
07042 - Cook II	12.42
07070 - Dishwasher	8.04
07130 - Meat Cutter	12.42
07250 - Waiter/Waitress	8.78
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	12.88
09040 - Furniture Handler	8.59
09070 - Furniture Refinisher	12.88
09100 - Furniture Refinisher Helper	10.02
09110 - Furniture Repairer, Minor	11.44
09130 - Upholsterer	13.62
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	8.40
11060 - Elevator Operator	8.04
11090 - Gardener	10.97
11121 - House Keeping Aid I	7.19
11122 - House Keeping Aid II	8.04
11150 - Janitor	8.42
11210 - Laborer, Grounds Maintenance	8.78
11240 - Maid or Houseman	7.19
11270 - Pest Controller	11.80
11300 - Refuse Collector	11.01
11330 - Tractor Operator	10.24
11360 - Window Cleaner	9.20

12000 - Health Occupations	
12020 - Dental Assistant	10.93
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.32
12071 - Licensed Practical Nurse I	10.81
12072 - Licensed Practical Nurse II	12.13
12073 - Licensed Practical Nurse III	13.56
12100 - Medical Assistant	10.40
12130 - Medical Laboratory Technician	13.90
12160 - Medical Record Clerk	9.86
12190 - Medical Record Technician	13.66
12221 - Nursing Assistant I	7.67
12222 - Nursing Assistant II	8.62
12223 - Nursing Assistant III	9.40
12224 - Nursing Assistant IV	10.56
12250 - Pharmacy Technician	12.18
12280 - Phlebotomist	12.61
12311 - Registered Nurse I	15.70
12312 - Registered Nurse II	19.22
12313 - Registered Nurse II, Specialist	19.22
12314 - Registered Nurse III	23.26
12315 - Registered Nurse III, Anesthetist	23.26
12316 - Registered Nurse IV	27.86
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	18.10
13011 - Exhibits Specialist I	14.61
13012 - Exhibits Specialist II	18.10
13013 - Exhibits Specialist III	22.13
13041 - Illustrator I	14.61
13042 - Illustrator II	18.10
13043 - Illustrator III	22.13
13047 - Librarian	20.04
13050 - Library Technician	14.58
13071 - Photographer I	11.95
13072 - Photographer II	13.27
13073 - Photographer III	16.67
13074 - Photographer IV	20.26
13075 - Photographer V	24.51
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	7.69
15030 - Counter Attendant	7.69
15040 - Dry Cleaner	8.46
15070 - Finisher, Flatwork, Machine	7.69
15090 - Presser, Hand	7.69
15100 - Presser, Machine, Drycleaning	7.69
15130 - Presser, Machine, Shirts	7.69
15160 - Presser, Machine, Wearing Apparel, Laundry	7.69
15190 - Sewing Machine Operator	9.46
15220 - Tailor	10.30
15250 - Washer, Machine	8.46
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	12.88
19040 - Tool and Die Maker	15.78
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	14.14
21020 - Material Coordinator	15.03
21030 - Material Expediter	15.03
21040 - Material Handling Laborer	9.35
21050 - Order Filler	9.01
21071 - Forklift Operator	12.00
21080 - Production Line Worker (Food Processing)	11.55
21100 - Shipping/Receiving Clerk	12.26
21130 - Shipping Packer	11.67
21140 - Store Worker I	8.91

21150 - Stock Clerk (Shelf Stocker; Store Worker II)	11.84
21210 - Tools and Parts Attendant	11.55
21400 - Warehouse Specialist	11.55
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	16.31
23040 - Aircraft Mechanic Helper	11.89
23050 - Aircraft Quality Control Inspector	17.18
23060 - Aircraft Servicer	13.66
23070 - Aircraft Worker	14.53
23100 - Appliance Mechanic	14.17
23120 - Bicycle Repairer	10.37
23125 - Cable Splicer	22.13
23130 - Carpenter, Maintenance	14.14
23140 - Carpet Layer	12.16
23160 - Electrician, Maintenance	16.34
23181 - Electronics Technician, Maintenance I	13.44
23182 - Electronics Technician, Maintenance II	16.33
23183 - Electronics Technician, Maintenance III	17.23
23260 - Fabric Worker	13.27
23290 - Fire Alarm System Mechanic	17.41
23310 - Fire Extinguisher Repairer	12.41
23340 - Fuel Distribution System Mechanic	17.41
23370 - General Maintenance Worker	13.46
23400 - Heating, Refrigeration and Air Conditioning Mechanic	14.38
23430 - Heavy Equipment Mechanic	15.41
23440 - Heavy Equipment Operator	14.95
23460 - Instrument Mechanic	17.41
23470 - Laborer	9.35
23500 - Locksmith	14.98
23530 - Machinery Maintenance Mechanic	14.83
23550 - Machinist, Maintenance	14.15
23580 - Maintenance Trades Helper	10.88
23640 - Millwright	17.41
23700 - Office Appliance Repairer	14.98
23740 - Painter, Aircraft	14.98
23760 - Painter, Maintenance	12.88
23790 - Pipefitter, Maintenance	17.39
23800 - Plumber, Maintenance	16.29
23820 - Pneudraulic Systems Mechanic	17.41
23850 - Rigger	17.41
23870 - Scale Mechanic	14.11
23890 - Sheet-Metal Worker, Maintenance	13.59
23910 - Small Engine Mechanic	13.38
23930 - Telecommunication Mechanic I	18.16
23931 - Telecommunication Mechanic II	19.12
23950 - Telephone Lineman	18.16
23960 - welder, Combination, Maintenance	13.59
23965 - Well Driller	16.29
23970 - Woodcraft Worker	17.41
23980 - Woodworker	11.80
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.29
24580 - Child Care Center Clerk	11.25
24600 - Chore Aid	7.68
24630 - Homemaker	12.35
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	16.12
25040 - Sewage Plant Operator	12.88
25070 - Stationary Engineer	16.12
25190 - Ventilation Equipment Tender	11.38
25210 - Water Treatment Plant Operator	12.88
27000 - Protective Service Occupations	
(not set) - Police Officer	15.56

27004 - Alarm Monitor	9.08
27006 - Corrections Officer	13.68
27010 - Court Security Officer	13.68
27040 - Detention Officer	13.68
27070 - Firefighter	12.08
27101 - Guard I	8.16
27102 - Guard II	9.14
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	14.11
28020 - Hatch Tender	14.11
28030 - Line Handler	14.11
28040 - Stevedore I	12.04
28050 - Stevedore II	13.62
29000 - Technical Occupations	
21150 - Graphic Artist	14.26
29010 - Air Traffic Control Specialist, Center (2)	30.50
29011 - Air Traffic Control Specialist, Station (2)	21.03
29012 - Air Traffic Control Specialist, Terminal (2)	23.16
29023 - Archeological Technician I	13.17
29024 - Archeological Technician II	14.73
29025 - Archeological Technician III	18.25
29030 - Cartographic Technician	23.28
29035 - Computer Based Training (CBT) Specialist/ Instructor	19.92
29040 - Civil Engineering Technician	18.26
29061 - Drafter I	8.61
29062 - Drafter II	13.08
29063 - Drafter III	14.54
29064 - Drafter IV	18.26
29081 - Engineering Technician I	10.57
29082 - Engineering Technician II	16.06
29083 - Engineering Technician III	17.85
29084 - Engineering Technician IV	22.47
29085 - Engineering Technician V	27.25
29086 - Engineering Technician VI	32.98
29090 - Environmental Technician	18.26
29100 - Flight Simulator/Instructor (Pilot)	23.17
29160 - Instructor	15.39
29210 - Laboratory Technician	16.20
29240 - Mathematical Technician	18.26
29361 - Paralegal/Legal Assistant I	10.09
29362 - Paralegal/Legal Assistant II	13.77
29363 - Paralegal/Legal Assistant III	16.82
29364 - Paralegal/Legal Assistant IV	20.37
29390 - Photooptics Technician	19.72
29480 - Technical Writer	18.97
29491 - Unexploded Ordnance (UXO) Technician I	19.38
29492 - Unexploded Ordnance (UXO) Technician II	23.45
29493 - Unexploded Ordnance (UXO) Technician III	28.11
29494 - Unexploded (UXO) Safety Escort	19.38
29495 - Unexploded (UXO) Sweep Personnel	19.38
29620 - Weather Observer, Senior (3)	17.26
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	15.31
29622 - Weather Observer, Upper Air (3)	15.31
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	13.27
31260 - Parking and Lot Attendant	10.07
31290 - Shuttle Bus Driver	11.28
31300 - Taxi Driver	10.10
31361 - Truckdriver, Light Truck	11.09
31362 - Truckdriver, Medium Truck	13.58
31363 - Truckdriver, Heavy Truck	15.57
31364 - Truckdriver, Tractor-Trailer	14.74
99000 - Miscellaneous Occupations	

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99020 - Animal Caretaker	9.50
99030 - Cashier	6.96
99041 - Carnival Equipment Operator	10.24
99042 - Carnival Equipment Repairer	10.97
99043 - Carnival Worker	8.04
99050 - Desk Clerk	8.29
99095 - Embalmer	19.38
99300 - Lifeguard	10.19
99310 - Mortician	19.38
99350 - Park Attendant (Aide)	12.79
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.73
99500 - Recreation Specialist	11.50
99510 - Recycling Worker	14.50
99610 - Sales Clerk	8.89
99620 - School Crossing Guard (Crosswalk Attendant)	8.84
99630 - Sport Official	10.19
99658 - Survey Party Chief (Chief of Party)	13.18
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	11.98
99660 - Surveying Aide	8.72
99690 - Swimming Pool Operator	12.42
99720 - Vending Machine Attendant	10.24
99730 - Vending Machine Repairer	12.42
99740 - Vending Machine Repairer Helper	10.24

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.59 an hour or \$103.60 a week or \$448.93 a month

VACATION: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; and 3 weeks after 10 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic

rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance

operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The

relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
William W. Gross Director	Division of Wage Determinations
	Wage Determination No.: 1994-2033 Revision No.: 28 Date of Last Revision: 08/30/2004

State: Arkansas

Area: Arkansas Counties of Baxter, Boone, Clay, Cleburne, Conway, Faulkner, Fulton, Garland, Greene, Hot Spring, Independence, IZARD, Jackson, Lawrence, Lonoke, Marion, Monroe, Montgomery, Perry, Pope, Prairie, Pulaski, Randolph, Saline, Searcy, Sharp, Stone, Van Buren, White, Woodruff, Yell

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	10.52
01012 - Accounting Clerk II	11.75
01013 - Accounting Clerk III	13.35
01014 - Accounting Clerk IV	18.68
01030 - Court Reporter	11.73
01050 - Dispatcher, Motor Vehicle	16.42
01060 - Document Preparation Clerk	9.32
01070 - Messenger (Courier)	9.51
01090 - Duplicating Machine Operator	9.32
01110 - Film/Tape Librarian	10.23
01115 - General Clerk I	9.37
01116 - General Clerk II	9.52
01117 - General Clerk III	11.47
01118 - General Clerk IV	12.89
01120 - Housing Referral Assistant	11.83
01131 - Key Entry Operator I	11.34
01132 - Key Entry Operator II	14.38
01191 - Order Clerk I	9.51
01192 - Order Clerk II	11.86
01261 - Personnel Assistant (Employment) I	11.52
01262 - Personnel Assistant (Employment) II	12.94
01263 - Personnel Assistant (Employment) III	13.08
01264 - Personnel Assistant (Employment) IV	14.27
01270 - Production Control Clerk	14.91
01290 - Rental Clerk	10.23
01300 - Scheduler, Maintenance	10.74
01311 - Secretary I	10.84
01312 - Secretary II	11.73
01313 - Secretary III	12.79
01314 - Secretary IV	14.83
01315 - Secretary V	16.46
01320 - Service Order Dispatcher	16.25
01341 - Stenographer I	9.11
01342 - Stenographer II	11.04
01400 - Supply Technician	14.83
01420 - Survey Worker (Interviewer)	10.33
01460 - Switchboard Operator-Receptionist	9.82
01510 - Test Examiner	11.73

01520 - Test Proctor	11.73
01531 - Travel Clerk I	9.39
01532 - Travel Clerk II	10.22
01533 - Travel Clerk III	10.80
01611 - Word Processor I	11.32
01612 - Word Processor II	11.45
01613 - Word Processor III	12.79
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	9.32
03041 - Computer Operator I	12.57
03042 - Computer Operator II	15.41
03043 - Computer Operator III	17.81
03044 - Computer Operator IV	20.75
03045 - Computer Operator V	21.91
03071 - Computer Programmer I (1)	15.76
03072 - Computer Programmer II (1)	18.36
03073 - Computer Programmer III (1)	24.71
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	24.16
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	13.43
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	16.43
05010 - Automotive Glass Installer	13.14
05040 - Automotive Worker	13.29
05070 - Electrician, Automotive	15.55
05100 - Mobile Equipment Servicer	11.73
05130 - Motor Equipment Metal Mechanic	14.83
05160 - Motor Equipment Metal Worker	13.29
05190 - Motor Vehicle Mechanic	15.40
05220 - Motor Vehicle Mechanic Helper	10.97
05250 - Motor Vehicle Upholstery Worker	13.14
05280 - Motor Vehicle Wrecker	13.29
05310 - Painter, Automotive	14.05
05340 - Radiator Repair Specialist	13.29
05370 - Tire Repairer	10.83
05400 - Transmission Repair Specialist	15.40
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	7.85
07010 - Baker	8.85
07041 - Cook I	8.25
07042 - Cook II	9.35
07070 - Dishwasher	6.87
07130 - Meat Cutter	11.68
07250 - Waiter/Waitress	6.71
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	13.42
09040 - Furniture Handler	10.37
09070 - Furniture Refinisher	13.42
09100 - Furniture Refinisher Helper	10.48
09110 - Furniture Repairer, Minor	11.95
09130 - Upholsterer	13.42
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	9.31
11060 - Elevator Operator	8.44
11090 - Gardener	10.13
11121 - House Keeping Aid I	7.25
11122 - House Keeping Aid II	8.45
11150 - Janitor	7.80
11210 - Laborer, Grounds Maintenance	8.94
11240 - Maid or Houseman	7.25
11270 - Pest Controller	10.34

11300 - Refuse Collector	10.13
11330 - Tractor Operator	10.05
11360 - Window Cleaner	8.54
12000 - Health Occupations	
12020 - Dental Assistant	10.93
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.01
12071 - Licensed Practical Nurse I	11.48
12072 - Licensed Practical Nurse II	12.90
12073 - Licensed Practical Nurse III	14.43
12100 - Medical Assistant	10.77
12130 - Medical Laboratory Technician	12.95
12160 - Medical Record Clerk	9.77
12190 - Medical Record Technician	13.54
12221 - Nursing Assistant I	8.57
12222 - Nursing Assistant II	9.93
12223 - Nursing Assistant III	10.83
12224 - Nursing Assistant IV	12.15
12250 - Pharmacy Technician	12.19
12280 - Phlebotomist	12.10
12311 - Registered Nurse I	18.29
12312 - Registered Nurse II	22.37
12313 - Registered Nurse II, Specialist	22.37
12314 - Registered Nurse III	27.07
12315 - Registered Nurse III, Anesthetist	27.07
12316 - Registered Nurse IV	30.60
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	18.68
13011 - Exhibits Specialist I	15.16
13012 - Exhibits Specialist II	18.36
13013 - Exhibits Specialist III	22.45
13041 - Illustrator I	15.16
13042 - Illustrator II	18.36
13043 - Illustrator III	22.45
13047 - Librarian	20.33
13050 - Library Technician	10.33
13071 - Photographer I	12.22
13072 - Photographer II	15.16
13073 - Photographer III	16.80
13074 - Photographer IV	20.55
13075 - Photographer V	24.85
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	7.26
15030 - Counter Attendant	7.26
15040 - Dry Cleaner	8.81
15070 - Finisher, Flatwork, Machine	7.26
15090 - Presser, Hand	7.26
15100 - Presser, Machine, Drycleaning	7.26
15130 - Presser, Machine, Shirts	7.26
15160 - Presser, Machine, Wearing Apparel, Laundry	7.26
15190 - Sewing Machine Operator	9.39
15220 - Tailor	9.99
15250 - Washer, Machine	7.86
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	15.26
19040 - Tool and Die Maker	18.58
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	16.61
21020 - Material Coordinator	16.53
21030 - Material Expediter	16.53
21040 - Material Handling Laborer	9.71
21050 - Order Filler	9.60
21071 - Forklift Operator	11.77
21080 - Production Line Worker (Food Processing)	11.77

21100 - Shipping/Receiving Clerk	10.66
21130 - Shipping Packer	10.37
21140 - Store Worker I	8.91
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	11.39
21210 - Tools and Parts Attendant	13.14
21400 - Warehouse Specialist	13.14
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	19.66
23040 - Aircraft Mechanic Helper	12.68
23050 - Aircraft Quality Control Inspector	17.15
23060 - Aircraft Servicer	14.47
23070 - Aircraft Worker	15.36
23100 - Appliance Mechanic	14.39
23120 - Bicycle Repairer	10.83
23125 - Cable Splicer	18.79
23130 - Carpenter, Maintenance	13.93
23140 - Carpet Layer	13.48
23160 - Electrician, Maintenance	16.06
23181 - Electronics Technician, Maintenance I	15.76
23182 - Electronics Technician, Maintenance II	19.07
23183 - Electronics Technician, Maintenance III	20.15
23260 - Fabric Worker	13.38
23290 - Fire Alarm System Mechanic	15.15
23310 - Fire Extinguisher Repairer	12.49
23340 - Fuel Distribution System Mechanic	16.64
23370 - General Maintenance Worker	12.69
23400 - Heating, Refrigeration and Air Conditioning Mechanic	16.73
23430 - Heavy Equipment Mechanic	14.29
23440 - Heavy Equipment Operator	14.08
23460 - Instrument Mechanic	16.67
23470 - Laborer	9.71
23500 - Locksmith	13.95
23530 - Machinery Maintenance Mechanic	16.44
23550 - Machinist, Maintenance	14.63
23580 - Maintenance Trades Helper	10.48
23640 - Millwright	17.19
23700 - Office Appliance Repairer	15.08
23740 - Painter, Aircraft	14.39
23760 - Painter, Maintenance	13.42
23790 - Pipefitter, Maintenance	16.47
23800 - Plumber, Maintenance	15.56
23820 - Pneudraulic Systems Mechanic	16.67
23850 - Rigger	16.67
23870 - Scale Mechanic	14.21
23890 - Sheet-Metal Worker, Maintenance	15.02
23910 - Small Engine Mechanic	12.69
23930 - Telecommunication Mechanic I	16.29
23931 - Telecommunication Mechanic II	17.11
23950 - Telephone Lineman	16.29
23960 - Welder, Combination, Maintenance	14.39
23965 - Well Driller	15.83
23970 - Woodcraft Worker	16.67
23980 - Woodworker	12.55
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.46
24580 - Child Care Center Clerk	10.19
24600 - Chore Aid	8.57
24630 - Homemaker	15.14
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	16.24
25040 - Sewage Plant Operator	14.76
25070 - Stationary Engineer	16.24
25190 - Ventilation Equipment Tender	11.62

25210 - Water Treatment Plant Operator	14.61
27000 - Protective Service Occupations	
(not set) - Police Officer	16.10
27004 - Alarm Monitor	10.33
27006 - Corrections Officer	13.62
27010 - Court Security Officer	14.92
27040 - Detention Officer	13.62
27070 - Firefighter	16.07
27101 - Guard I	8.66
27102 - Guard II	12.44
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	14.20
28020 - Hatch Tender	14.20
28030 - Line Handler	14.20
28040 - Stevedore I	13.38
28050 - Stevedore II	15.04
29000 - Technical Occupations	
21150 - Graphic Artist	16.30
29010 - Air Traffic Control Specialist, Center (2)	31.35
29011 - Air Traffic Control Specialist, Station (2)	21.03
29012 - Air Traffic Control Specialist, Terminal (2)	23.19
29023 - Archeological Technician I	12.45
29024 - Archeological Technician II	13.91
29025 - Archeological Technician III	17.20
29030 - Cartographic Technician	23.15
29035 - Computer Based Training (CBT) Specialist/ Instructor	29.33
29040 - Civil Engineering Technician	18.18
29061 - Drafter I	12.75
29062 - Drafter II	16.58
29063 - Drafter III	17.89
29064 - Drafter IV	19.84
29081 - Engineering Technician I	12.06
29082 - Engineering Technician II	13.48
29083 - Engineering Technician III	16.93
29084 - Engineering Technician IV	18.77
29085 - Engineering Technician V	22.94
29086 - Engineering Technician VI	27.71
29090 - Environmental Technician	14.86
29100 - Flight Simulator/Instructor (Pilot)	27.62
29160 - Instructor	22.74
29210 - Laboratory Technician	14.15
29240 - Mathematical Technician	18.48
29361 - Paralegal/Legal Assistant I	13.49
29362 - Paralegal/Legal Assistant II	14.68
29363 - Paralegal/Legal Assistant III	15.92
29364 - Paralegal/Legal Assistant IV	18.25
29390 - Photooptics Technician	18.48
29480 - Technical Writer	24.29
29491 - Unexploded Ordnance (UXO) Technician I	19.38
29492 - Unexploded Ordnance (UXO) Technician II	23.45
29493 - Unexploded Ordnance (UXO) Technician III	28.11
29494 - Unexploded (UXO) Safety Escort	19.38
29495 - Unexploded (UXO) Sweep Personnel	18.38
29620 - Weather Observer, Senior (3)	15.85
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	14.26
29622 - Weather Observer, Upper Air (3)	14.26
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	12.36
31260 - Parking and Lot Attendant	7.30
31290 - Shuttle Bus Driver	11.77
31300 - Taxi Driver	9.44
31361 - Truckdriver, Light Truck	12.12
31362 - Truckdriver, Medium Truck	14.28

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31363 - Truckdriver, Heavy Truck	16.64
31364 - Truckdriver, Tractor-Trailer	16.64
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	9.03
99030 - Cashier	7.43
99041 - Carnival Equipment Operator	8.27
99042 - Carnival Equipment Repairer	8.84
99043 - Carnival Worker	6.89
99050 - Desk Clerk	8.18
99095 - Embalmer	19.38
99300 - Lifeguard	10.19
99310 - Mortician	19.38
99350 - Park Attendant (Aide)	12.79
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.70
99500 - Recreation Specialist	11.33
99510 - Recycling Worker	12.41
99610 - Sales Clerk	9.74
99620 - School Crossing Guard (Crosswalk Attendant)	7.40
99630 - Sport Official	10.19
99658 - Survey Party Chief (Chief of Party)	15.73
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	14.30
99660 - Surveying Aide	10.41
99690 - Swimming Pool Operator	12.09
99720 - Vending Machine Attendant	9.99
99730 - Vending Machine Repairer	12.09
99740 - Vending Machine Repairer Helper	9.99

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rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

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REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

William W. Gross Division of
Director Wage Determinations

Wage Determination No.: 1994-2027
Revision No.: 24
Date of Last Revision: 04/08/2005

State: Arizona

Area: Arizona Counties of La Paz, Yuma

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	10.34
01012 - Accounting Clerk II	11.28
01013 - Accounting Clerk III	13.17
01014 - Accounting Clerk IV	16.38
01030 - Court Reporter	16.30
01050 - Dispatcher, Motor Vehicle	14.05
01060 - Document Preparation Clerk	10.59
01070 - Messenger (Courier)	8.28
01090 - Duplicating Machine Operator	10.59
01110 - Film/Tape Librarian	11.58
01115 - General Clerk I	8.94
01116 - General Clerk II	10.04
01117 - General Clerk III	12.43
01118 - General Clerk IV	14.98
01120 - Housing Referral Assistant	15.36
01131 - Key Entry Operator I	10.06
01132 - Key Entry Operator II	11.41
01191 - Order Clerk I	12.17
01192 - Order Clerk II	15.17
01261 - Personnel Assistant (Employment) I	11.41
01262 - Personnel Assistant (Employment) II	13.26
01263 - Personnel Assistant (Employment) III	14.62
01264 - Personnel Assistant (Employment) IV	16.54
01270 - Production Control Clerk	15.36
01290 - Rental Clerk	11.26
01300 - Scheduler, Maintenance	11.26
01311 - Secretary I	11.26
01312 - Secretary II	13.05
01313 - Secretary III	15.36
01314 - Secretary IV	16.97
01315 - Secretary V	20.05
01320 - Service Order Dispatcher	12.12
01341 - Stenographer I	12.48
01342 - Stenographer II	14.03
01400 - Supply Technician	16.97
01420 - Survey Worker (Interviewer)	13.05
01460 - Switchboard Operator-Receptionist	9.89
01510 - Test Examiner	13.05
01520 - Test Proctor	13.05
01531 - Travel Clerk I	10.26
01532 - Travel Clerk II	10.26
01533 - Travel Clerk III	11.25

01611 - Word Processor I	10.40
01612 - Word Processor II	12.79
01613 - Word Processor III	15.59
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	12.40
03041 - Computer Operator I	12.40
03042 - Computer Operator II	13.88
03043 - Computer Operator III	16.65
03044 - Computer Operator IV	20.05
03045 - Computer Operator V	22.19
03071 - Computer Programmer I (1)	17.34
03072 - Computer Programmer II (1)	21.48
03073 - Computer Programmer III (1)	26.97
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	24.87
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	12.40
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	18.76
05010 - Automotive Glass Installer	17.45
05040 - Automotive Worker	17.45
05070 - Electrician, Automotive	18.13
05100 - Mobile Equipment Servicer	16.06
05130 - Motor Equipment Metal Mechanic	18.76
05160 - Motor Equipment Metal Worker	17.45
05190 - Motor Vehicle Mechanic	18.43
05220 - Motor Vehicle Mechanic Helper	15.06
05250 - Motor Vehicle Upholstery Worker	16.81
05280 - Motor Vehicle Wrecker	17.45
05310 - Painter, Automotive	18.13
05340 - Radiator Repair Specialist	17.45
05370 - Tire Repairer	15.52
05400 - Transmission Repair Specialist	18.76
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	8.28
07010 - Baker	12.00
07041 - Cook I	11.30
07042 - Cook II	12.28
07070 - Dishwasher	8.28
07130 - Meat Cutter	15.12
07250 - Waiter/Waitress	8.96
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	18.13
09040 - Furniture Handler	13.02
09070 - Furniture Refinisher	18.13
09100 - Furniture Refinisher Helper	15.06
09110 - Furniture Repairer, Minor	16.81
09130 - Upholsterer	18.13
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	9.52
11060 - Elevator Operator	8.38
11090 - Gardener	11.04
11121 - House Keeping Aid I	7.59
11122 - House Keeping Aid II	8.38
11150 - Janitor	8.59
11210 - Laborer, Grounds Maintenance	8.96
11240 - Maid or Houseman	7.58
11270 - Pest Controller	11.56
11300 - Refuse Collector	11.81
11330 - Tractor Operator	10.36
11360 - Window Cleaner	9.31
12000 - Health Occupations	

12020 - Dental Assistant	12.87
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.87
12071 - Licensed Practical Nurse I	11.79
12072 - Licensed Practical Nurse II	13.23
12073 - Licensed Practical Nurse III	15.14
12100 - Medical Assistant	11.59
12130 - Medical Laboratory Technician	13.14
12160 - Medical Record Clerk	10.98
12190 - Medical Record Technician	13.25
12221 - Nursing Assistant I	9.23
12222 - Nursing Assistant II	10.38
12223 - Nursing Assistant III	11.32
12224 - Nursing Assistant IV	12.72
12250 - Pharmacy Technician	12.62
12280 - Phlebotomist	12.72
12311 - Registered Nurse I	19.75
12312 - Registered Nurse II	23.26
12313 - Registered Nurse II, Specialist	22.94
12314 - Registered Nurse III	27.64
12315 - Registered Nurse III, Anesthetist	27.64
12316 - Registered Nurse IV	33.13
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	18.67
13011 - Exhibits Specialist I	17.75
13012 - Exhibits Specialist II	20.68
13013 - Exhibits Specialist III	24.54
13041 - Illustrator I	17.75
13042 - Illustrator II	20.68
13043 - Illustrator III	24.54
13047 - Librarian	20.05
13050 - Library Technician	13.40
13071 - Photographer I	13.79
13072 - Photographer II	17.75
13073 - Photographer III	20.68
13074 - Photographer IV	24.54
13075 - Photographer V	29.69
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	7.55
15030 - Counter Attendant	7.55
15040 - Dry Cleaner	9.05
15070 - Finisher, Flatwork, Machine	7.55
15090 - Presser, Hand	7.55
15100 - Presser, Machine, Drycleaning	7.55
15130 - Presser, Machine, Shirts	7.55
15160 - Presser, Machine, Wearing Apparel, Laundry	7.55
15190 - Sewing Machine Operator	9.43
15220 - Tailor	9.80
15250 - Washer, Machine	8.31
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	18.13
19040 - Tool and Die Maker	22.25
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	16.06
21020 - Material Coordinator	14.31
21030 - Material Expediter	14.31
21040 - Material Handling Laborer	9.82
21050 - Order Filler	10.08
21071 - Forklift Operator	13.54
21080 - Production Line Worker (Food Processing)	13.54
21100 - Shipping/Receiving Clerk	11.01
21130 - Shipping Packer	11.01
21140 - Store Worker I	10.49
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	13.80

21210 - Tools and Parts Attendant	13.54
21400 - Warehouse Specialist	13.54
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	18.76
23040 - Aircraft Mechanic Helper	15.06
23050 - Aircraft Quality Control Inspector	21.25
23060 - Aircraft Servicer	16.81
23070 - Aircraft Worker	17.45
23100 - Appliance Mechanic	18.13
23120 - Bicycle Repairer	15.52
23125 - Cable Splicer	18.76
23130 - Carpenter, Maintenance	18.13
23140 - Carpet Layer	17.45
23160 - Electrician, Maintenance	19.95
23181 - Electronics Technician, Maintenance I	12.39
23182 - Electronics Technician, Maintenance II	19.82
23183 - Electronics Technician, Maintenance III	23.73
23260 - Fabric Worker	18.49
23290 - Fire Alarm System Mechanic	18.76
23310 - Fire Extinguisher Repairer	16.06
23340 - Fuel Distribution System Mechanic	18.76
23370 - General Maintenance Worker	17.45
23400 - Heating, Refrigeration and Air Conditioning Mechanic	18.76
23430 - Heavy Equipment Mechanic	20.37
23440 - Heavy Equipment Operator	19.89
23460 - Instrument Mechanic	19.30
23470 - Laborer	9.52
23500 - Locksmith	18.13
23530 - Machinery Maintenance Mechanic	22.42
23550 - Machinist, Maintenance	18.96
23580 - Maintenance Trades Helper	15.06
23640 - Millwright	18.76
23700 - Office Appliance Repairer	18.13
23740 - Painter, Aircraft	18.13
23760 - Painter, Maintenance	18.13
23790 - Pipefitter, Maintenance	18.76
23800 - Plumber, Maintenance	18.13
23820 - Pneudraulic Systems Mechanic	18.76
23850 - Rigger	18.76
23870 - Scale Mechanic	17.45
23890 - Sheet-Metal Worker, Maintenance	18.76
23910 - Small Engine Mechanic	17.45
23930 - Telecommunication Mechanic I	18.76
23931 - Telecommunication Mechanic II	21.38
23950 - Telephone Lineman	18.76
23960 - Welder, Combination, Maintenance	18.76
23965 - Well Driller	19.74
23970 - Woodcraft Worker	18.76
23980 - Woodworker	16.06
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	7.87
24580 - Child Care Center Clerk	11.15
24600 - Chore Aid	10.74
24630 - Homemaker	14.12
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	18.76
25040 - Sewage Plant Operator	19.63
25070 - Stationary Engineer	20.31
25190 - Ventilation Equipment Tender	15.06
25210 - Water Treatment Plant Operator	19.63
27000 - Protective Service Occupations	
(not set) - Police Officer	22.61
27004 - Alarm Monitor	14.90

27006 - Corrections Officer	19.04
27010 - Court Security Officer	19.14
27040 - Detention Officer	19.04
27070 - Firefighter	18.02
27101 - Guard I	8.32
27102 - Guard II	15.87
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	15.33
28020 - Hatch Tender	13.57
28030 - Line Handler	13.57
28040 - Stevedore I	14.76
28050 - Stevedore II	16.52
29000 - Technical Occupations	
21150 - Graphic Artist	22.91
29010 - Air Traffic Control Specialist, Center (2)	31.49
29011 - Air Traffic Control Specialist, Station (2)	21.71
29012 - Air Traffic Control Specialist, Terminal (2)	23.92
29023 - Archeological Technician I	14.47
29024 - Archeological Technician II	16.19
29025 - Archeological Technician III	20.06
29030 - Cartographic Technician	22.82
29035 - Computer Based Training (CBT) Specialist/ Instructor	24.87
29040 - Civil Engineering Technician	23.07
29061 - Drafter I	13.52
29062 - Drafter II	15.17
29063 - Drafter III	18.74
29064 - Drafter IV	22.75
29081 - Engineering Technician I	13.87
29082 - Engineering Technician II	15.56
29083 - Engineering Technician III	18.74
29084 - Engineering Technician IV	22.82
29085 - Engineering Technician V	27.80
29086 - Engineering Technician VI	33.65
29090 - Environmental Technician	22.75
29100 - Flight Simulator/Instructor (Pilot)	30.38
29160 - Instructor	21.64
29210 - Laboratory Technician	17.25
29240 - Mathematical Technician	22.75
29361 - Paralegal/Legal Assistant I	15.53
29362 - Paralegal/Legal Assistant II	19.47
29363 - Paralegal/Legal Assistant III	23.82
29364 - Paralegal/Legal Assistant IV	28.81
29390 - Photooptics Technician	22.82
29480 - Technical writer	28.63
29491 - Unexploded Ordnance (UXO) Technician I	20.02
29492 - Unexploded Ordnance (UXO) Technician II	24.22
29493 - Unexploded Ordnance (UXO) Technician III	29.03
29494 - Unexploded (UXO) Safety Escort	20.02
29495 - Unexploded (UXO) Sweep Personnel	20.02
29620 - Weather Observer, Senior (3)	16.36
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	14.72
29622 - Weather Observer, Upper Air (3)	14.72
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	13.64
31260 - Parking and Lot Attendant	8.25
31290 - Shuttle Bus Driver	12.45
31300 - Taxi Driver	10.33
31361 - Truckdriver, Light Truck	12.76
31362 - Truckdriver, Medium Truck	14.68
31363 - Truckdriver, Heavy Truck	15.63
31364 - Truckdriver, Tractor-Trailer	15.63
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	9.66

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99030 - Cashier	8.69
99041 - Carnival Equipment Operator	11.56
99042 - Carnival Equipment Repairer	12.32
99043 - Carnival Worker	8.28
99050 - Desk Clerk	10.06
99095 - Embalmer	20.02
99300 - Lifeguard	10.52
99310 - Mortician	20.02
99350 - Park Attendant (Aide)	13.21
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	10.52
99500 - Recreation Specialist	13.95
99510 - Recycling Worker	13.48
99610 - Sales Clerk	10.52
99620 - School Crossing Guard (Crosswalk Attendant)	11.02
99630 - Sport Official	10.52
99658 - Survey Party Chief (Chief of Party)	21.80
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	18.61
99660 - Surveying Aide	13.57
99690 - Swimming Pool Operator	12.00
99720 - Vending Machine Attendant	10.76
99730 - Vending Machine Repairer	12.46
99740 - Vending Machine Repairer Helper	10.39

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.59 an hour or \$103.60 a week or \$448.93 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on

Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of wage and hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties)

contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process

the
request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
William W. Gross Director	Division of Wage Determinations
	Wage Determination No.: 1994-2025 Revision No.: 32 Date of Last Revision: 04/08/2005

State: Arizona

Area: Arizona Counties of Cochise, Graham, Greenlee, Pima, Santa Cruz

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	9.42
01012 - Accounting Clerk II	11.02
01013 - Accounting Clerk III	12.97
01014 - Accounting Clerk IV	14.07
01030 - Court Reporter	14.42
01050 - Dispatcher, Motor Vehicle	14.51
01060 - Document Preparation Clerk	9.87
01070 - Messenger (Courier)	9.89
01090 - Duplicating Machine Operator	9.87
01110 - Film/Tape Librarian	11.96
01115 - General Clerk I	8.24
01116 - General Clerk II	9.39
01117 - General Clerk III	10.93
01118 - General Clerk IV	14.91
01120 - Housing Referral Assistant	16.06
01131 - Key Entry Operator I	10.20
01132 - Key Entry Operator II	11.77
01191 - Order Clerk I	10.71
01192 - Order Clerk II	12.19
01261 - Personnel Assistant (Employment) I	10.50
01262 - Personnel Assistant (Employment) II	11.80
01263 - Personnel Assistant (Employment) III	13.27
01264 - Personnel Assistant (Employment) IV	16.26
01270 - Production Control Clerk	15.74
01290 - Rental Clerk	11.23
01300 - Scheduler, Maintenance	11.79
01311 - Secretary I	11.79
01312 - Secretary II	12.48
01313 - Secretary III	15.72
01314 - Secretary IV	18.10
01315 - Secretary V	19.65
01320 - Service Order Dispatcher	12.70
01341 - Stenographer I	11.39
01342 - Stenographer II	12.62
01400 - Supply Technician	18.50
01420 - Survey Worker (Interviewer)	10.86
01460 - Switchboard Operator-Receptionist	9.97
01510 - Test Examiner	13.11
01520 - Test Proctor	13.11
01531 - Travel Clerk I	10.30
01532 - Travel Clerk II	10.79
01533 - Travel Clerk III	11.33

01611 - Word Processor I	11.65
01612 - Word Processor II	15.10
01613 - Word Processor III	16.92
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	12.74
03041 - Computer Operator I	10.19
03042 - Computer Operator II	13.78
03043 - Computer Operator III	16.42
03044 - Computer Operator IV	18.26
03045 - Computer Operator V	20.21
03071 - Computer Programmer I (1)	17.65
03072 - Computer Programmer II (1)	21.70
03073 - Computer Programmer III (1)	22.89
03074 - Computer Programmer IV (1)	26.98
03101 - Computer Systems Analyst I (1)	22.40
03102 - Computer Systems Analyst II (1)	26.40
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	12.89
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	19.45
05010 - Automotive Glass Installer	15.17
05040 - Automotive Worker	15.17
05070 - Electrician, Automotive	16.79
05100 - Mobile Equipment Servicer	13.54
05130 - Motor Equipment Metal Mechanic	16.79
05160 - Motor Equipment Metal Worker	15.17
05190 - Motor Vehicle Mechanic	16.79
05220 - Motor Vehicle Mechanic Helper	12.60
05250 - Motor Vehicle Upholstery Worker	14.37
05280 - Motor Vehicle Wrecker	15.17
05310 - Painter, Automotive	15.98
05340 - Radiator Repair Specialist	15.17
05370 - Tire Repairer	13.08
05400 - Transmission Repair Specialist	16.79
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	7.52
07010 - Baker	11.28
07041 - Cook I	10.07
07042 - Cook II	12.92
07070 - Dishwasher	6.69
07130 - Meat Cutter	16.36
07250 - Waiter/Waitress	6.86
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	15.98
09040 - Furniture Handler	10.70
09070 - Furniture Refinisher	15.98
09100 - Furniture Refinisher Helper	12.60
09110 - Furniture Repairer, Minor	14.37
09130 - Upholsterer	15.98
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	7.97
11060 - Elevator Operator	8.27
11090 - Gardener	11.50
11121 - House Keeping Aid I	7.73
11122 - House Keeping Aid II	8.56
11150 - Janitor	8.86
11210 - Laborer, Grounds Maintenance	9.10
11240 - Maid or Houseman	7.73
11270 - Pest Controller	12.36
11300 - Refuse Collector	7.91
11330 - Tractor Operator	10.71
11360 - Window Cleaner	9.71
12000 - Health Occupations	

12020 - Dental Assistant	12.22
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	13.32
12071 - Licensed Practical Nurse I	13.38
12072 - Licensed Practical Nurse II	15.02
12073 - Licensed Practical Nurse III	16.79
12100 - Medical Assistant	12.23
12130 - Medical Laboratory Technician	12.54
12160 - Medical Record Clerk	9.77
12190 - Medical Record Technician	13.54
12221 - Nursing Assistant I	8.78
12222 - Nursing Assistant II	9.86
12223 - Nursing Assistant III	10.77
12224 - Nursing Assistant IV	12.18
12250 - Pharmacy Technician	12.19
12280 - Phlebotomist	13.46
12311 - Registered Nurse I	19.76
12312 - Registered Nurse II	24.19
12313 - Registered Nurse II, Specialist	24.19
12314 - Registered Nurse III	29.27
12315 - Registered Nurse III, Anesthetist	29.27
12316 - Registered Nurse IV	35.04
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	18.73
13011 - Exhibits Specialist I	15.36
13012 - Exhibits Specialist II	16.60
13013 - Exhibits Specialist III	20.31
13041 - Illustrator I	16.84
13042 - Illustrator II	18.19
13043 - Illustrator III	22.26
13047 - Librarian	20.75
13050 - Library Technician	16.70
13071 - Photographer I	11.60
13072 - Photographer II	14.88
13073 - Photographer III	16.08
13074 - Photographer IV	19.67
13075 - Photographer V	23.79
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	7.12
15030 - Counter Attendant	7.12
15040 - Dry Cleaner	8.46
15070 - Finisher, Flatwork, Machine	7.12
15090 - Presser, Hand	7.12
15100 - Presser, Machine, Drycleaning	7.12
15130 - Presser, Machine, Shirts	7.12
15160 - Presser, Machine, Wearing Apparel, Laundry	7.12
15190 - Sewing Machine Operator	9.46
15220 - Tailor	10.74
15250 - Washer, Machine	7.54
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	15.98
19040 - Tool and Die Maker	19.23
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	15.54
21020 - Material Coordinator	16.59
21030 - Material Expediter	16.59
21040 - Material Handling Laborer	9.34
21050 - Order Filler	10.47
21071 - Forklift Operator	12.40
21080 - Production Line Worker (Food Processing)	12.40
21100 - Shipping/Receiving Clerk	10.93
21130 - Shipping Packer	10.93
21140 - Store Worker I	10.96
21150 - Stock Clerk (Shelf stocker; store worker II)	14.22

21210 - Tools and Parts Attendant	12.40
21400 - Warehouse Specialist	12.40
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	20.46
23040 - Aircraft Mechanic Helper	15.35
23050 - Aircraft Quality Control Inspector	21.44
23060 - Aircraft Servicer	17.51
23070 - Aircraft Worker	18.49
23100 - Appliance Mechanic	15.98
23120 - Bicycle Repairer	13.08
23125 - Cable Splicer	23.36
23130 - Carpenter, Maintenance	15.98
23140 - Carpet Layer	15.17
23160 - Electrician, Maintenance	16.79
23181 - Electronics Technician, Maintenance I	16.16
23182 - Electronics Technician, Maintenance II	20.02
23183 - Electronics Technician, Maintenance III	21.03
23260 - Fabric Worker	14.69
23290 - Fire Alarm System Mechanic	16.79
23310 - Fire Extinguisher Repairer	13.82
23340 - Fuel Distribution System Mechanic	19.28
23370 - General Maintenance Worker	15.17
23400 - Heating, Refrigeration and Air Conditioning Mechanic	17.03
23430 - Heavy Equipment Mechanic	18.53
23440 - Heavy Equipment Operator	17.07
23460 - Instrument Mechanic	16.79
23470 - Laborer	9.34
23500 - Locksmith	15.98
23530 - Machinery Maintenance Mechanic	18.75
23550 - Machinist, Maintenance	16.79
23580 - Maintenance Trades Helper	12.60
23640 - Millwright	16.79
23700 - Office Appliance Repairer	16.41
23740 - Painter, Aircraft	20.22
23760 - Painter, Maintenance	15.98
23790 - Pipefitter, Maintenance	16.82
23800 - Plumber, Maintenance	16.37
23820 - Pneudraulic Systems Mechanic	16.79
23850 - Rigger	16.79
23870 - Scale Mechanic	15.17
23890 - Sheet-Metal Worker, Maintenance	16.79
23910 - Small Engine Mechanic	15.17
23930 - Telecommunication Mechanic I	16.97
23931 - Telecommunication Mechanic II	20.46
23950 - Telephone Lineman	16.97
23960 - Welder, Combination, Maintenance	16.79
23965 - Well Driller	18.59
23970 - Woodcraft Worker	16.79
23980 - Woodworker	13.54
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	7.82
24580 - Child Care Center Clerk	9.92
24600 - Chore Aid	9.96
24630 - Homemaker	12.24
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	20.32
25040 - Sewage Plant Operator	18.55
25070 - Stationary Engineer	20.32
25190 - Ventilation Equipment Tender	14.22
25210 - Water Treatment Plant Operator	19.56
27000 - Protective Service Occupations	
(not set) - Police Officer	21.91
27004 - Alarm Monitor	12.00

27006 - Corrections Officer	19.12
27010 - Court Security Officer	19.14
27040 - Detention Officer	19.12
27070 - Firefighter	18.02
27101 - Guard I	8.68
27102 - Guard II	11.09
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	15.25
28020 - Hatch Tender	15.25
28030 - Line Handler	15.25
28040 - Stevedore I	12.55
28050 - Stevedore II	16.05
29000 - Technical Occupations	
21150 - Graphic Artist	16.61
29010 - Air Traffic Control Specialist, Center (2)	32.50
29011 - Air Traffic Control Specialist, Station (2)	22.24
29012 - Air Traffic Control Specialist, Terminal (2)	24.56
29023 - Archeological Technician I	13.03
29024 - Archeological Technician II	14.56
29025 - Archeological Technician III	18.04
29030 - Cartographic Technician	19.59
29035 - Computer Based Training (CBT) Specialist/ Instructor	21.38
29040 - Civil Engineering Technician	20.89
29061 - Drafter I	12.10
29062 - Drafter II	13.59
29063 - Drafter III	17.43
29064 - Drafter IV	18.83
29081 - Engineering Technician I	13.59
29082 - Engineering Technician II	15.25
29083 - Engineering Technician III	17.07
29084 - Engineering Technician IV	19.28
29085 - Engineering Technician V	23.60
29086 - Engineering Technician VI	28.55
29090 - Environmental Technician	18.02
29100 - Flight Simulator/Instructor (Pilot)	26.40
29160 - Instructor	19.31
29210 - Laboratory Technician	15.18
29240 - Mathematical Technician	18.83
29361 - Paralegal/Legal Assistant I	17.47
29362 - Paralegal/Legal Assistant II	20.81
29363 - Paralegal/Legal Assistant III	21.92
29364 - Paralegal/Legal Assistant IV	25.18
29390 - Photooptics Technician	18.83
29480 - Technical Writer	24.87
29491 - Unexploded Ordnance (UXO) Technician I	20.02
29492 - Unexploded Ordnance (UXO) Technician II	24.22
29493 - Unexploded Ordnance (UXO) Technician III	29.03
29494 - Unexploded (UXO) Safety Escort	20.02
29495 - Unexploded (UXO) Sweep Personnel	20.02
29620 - Weather Observer, Senior (3)	16.36
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	14.72
29622 - Weather Observer, Upper Air (3)	14.72
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	11.72
31260 - Parking and Lot Attendant	11.33
31290 - Shuttle Bus Driver	12.74
31300 - Taxi Driver	9.50
31361 - Truckdriver, Light Truck	12.74
31362 - Truckdriver, Medium Truck	15.35
31363 - Truckdriver, Heavy Truck	15.28
31364 - Truckdriver, Tractor-Trailer	15.28
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	9.32

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99030 - Cashier	9.35
99041 - Carnival Equipment Operator	8.40
99042 - Carnival Equipment Repairer	9.02
99043 - Carnival Worker	7.29
99050 - Desk Clerk	8.37
99095 - Embalmer	20.02
99300 - Lifeguard	9.39
99310 - Mortician	20.02
99350 - Park Attendant (Aide)	11.65
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	10.07
99500 - Recreation Specialist	9.75
99510 - Recycling Worker	10.21
99610 - Sales Clerk	9.39
99620 - School Crossing Guard (Crosswalk Attendant)	7.07
99630 - Sport Official	9.39
99658 - Survey Party Chief (Chief of Party)	16.60
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	11.65
99660 - Surveying Aide	9.39
99690 - Swimming Pool Operator	13.06
99720 - Vending Machine Attendant	10.84
99730 - Vending Machine Repairer	12.97
99740 - Vending Machine Repairer Helper	10.84

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.59 an hour or \$103.60 a week or \$448.93 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on

Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of wage and hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties)

contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process

the
request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
William W. Gross Director	Division of Wage Determinations
	Wage Determination No.: 1994-2023 Revision No.: 29 Date of Last Revision: 04/06/2005

State: Arizona

Area: Arizona Counties of Apache, Coconino, Gila, Maricopa, Navajo, Pinal, Yavapai

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	11.16
01012 - Accounting Clerk II	12.30
01013 - Accounting Clerk III	14.02
01014 - Accounting Clerk IV	15.85
01030 - Court Reporter	15.17
01050 - Dispatcher, Motor Vehicle	12.91
01060 - Document Preparation Clerk	11.52
01070 - Messenger (Courier)	10.24
01090 - Duplicating Machine Operator	11.52
01110 - Film/Tape Librarian	12.15
01115 - General Clerk I	8.78
01116 - General Clerk II	10.21
01117 - General Clerk III	11.20
01118 - General Clerk IV	13.32
01120 - Housing Referral Assistant	16.44
01131 - Key Entry Operator I	9.80
01132 - Key Entry Operator II	11.02
01191 - Order Clerk I	10.66
01192 - Order Clerk II	14.86
01261 - Personnel Assistant (Employment) I	10.94
01262 - Personnel Assistant (Employment) II	13.54
01263 - Personnel Assistant (Employment) III	15.62
01264 - Personnel Assistant (Employment) IV	17.42
01270 - Production Control Clerk	16.43
01290 - Rental Clerk	11.47
01300 - Scheduler, Maintenance	13.66
01311 - Secretary I	13.66
01312 - Secretary II	14.86
01313 - Secretary III	16.44
01314 - Secretary IV	19.01
01315 - Secretary V	23.35
01320 - Service Order Dispatcher	11.28
01341 - Stenographer I	11.73
01342 - Stenographer II	13.18
01400 - Supply Technician	19.01
01420 - Survey Worker (Interviewer)	12.54
01460 - Switchboard Operator-Receptionist	11.12
01510 - Test Examiner	14.86
01520 - Test Proctor	14.86
01531 - Travel Clerk I	11.14
01532 - Travel Clerk II	12.02
01533 - Travel Clerk III	12.93

01611 - Word Processor I	12.21
01612 - Word Processor II	13.94
01613 - Word Processor III	15.49
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	12.16
03041 - Computer Operator I	11.25
03042 - Computer Operator II	14.25
03043 - Computer Operator III	16.38
03044 - Computer Operator IV	18.51
03045 - Computer Operator V	20.19
03071 - Computer Programmer I (1)	20.91
03072 - Computer Programmer II (1)	24.91
03073 - Computer Programmer III (1)	27.62
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	27.62
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	11.25
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	18.62
05010 - Automotive Glass Installer	15.63
05040 - Automotive Worker	15.63
05070 - Electrician, Automotive	16.34
05100 - Mobile Equipment Servicer	13.37
05130 - Motor Equipment Metal Mechanic	18.25
05160 - Motor Equipment Metal Worker	15.78
05190 - Motor Vehicle Mechanic	17.37
05220 - Motor Vehicle Mechanic Helper	12.16
05250 - Motor Vehicle Upholstery Worker	14.59
05280 - Motor Vehicle Wrecker	15.78
05310 - Painter, Automotive	17.80
05340 - Radiator Repair Specialist	15.76
05370 - Tire Repairer	12.92
05400 - Transmission Repair Specialist	17.37
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	8.31
07010 - Baker	11.36
07041 - Cook I	9.94
07042 - Cook II	11.50
07070 - Dishwasher	7.56
07130 - Meat Cutter	16.13
07250 - Waiter/Waitress	7.22
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	16.50
09040 - Furniture Handler	10.88
09070 - Furniture Refinisher	16.50
09100 - Furniture Refinisher Helper	12.16
09110 - Furniture Repairer, Minor	14.59
09130 - Upholsterer	16.50
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	7.83
11060 - Elevator Operator	8.06
11090 - Gardener	12.96
11121 - House Keeping Aid I	7.54
11122 - House Keeping Aid II	8.70
11150 - Janitor	10.14
11210 - Laborer, Grounds Maintenance	9.37
11240 - Maid or Houseman	7.54
11270 - Pest Controller	13.19
11300 - Refuse Collector	10.74
11330 - Tractor Operator	11.82
11360 - Window Cleaner	10.96
12000 - Health Occupations	

12020 - Dental Assistant	13.56
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.53
12071 - Licensed Practical Nurse I	14.13
12072 - Licensed Practical Nurse II	15.72
12073 - Licensed Practical Nurse III	17.60
12100 - Medical Assistant	11.06
12130 - Medical Laboratory Technician	14.74
12160 - Medical Record Clerk	12.22
12190 - Medical Record Technician	15.57
12221 - Nursing Assistant I	9.24
12222 - Nursing Assistant II	10.37
12223 - Nursing Assistant III	10.94
12224 - Nursing Assistant IV	12.30
12250 - Pharmacy Technician	12.19
12280 - Phlebotomist	12.30
12311 - Registered Nurse I	20.71
12312 - Registered Nurse II	25.35
12313 - Registered Nurse II, Specialist	25.35
12314 - Registered Nurse III	30.68
12315 - Registered Nurse III, Anesthetist	30.68
12316 - Registered Nurse IV	36.74
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	20.92
13011 - Exhibits Specialist I	15.53
13012 - Exhibits Specialist II	19.16
13013 - Exhibits Specialist III	23.37
13041 - Illustrator I	18.79
13042 - Illustrator II	23.18
13043 - Illustrator III	28.27
13047 - Librarian	21.60
13050 - Library Technician	12.80
13071 - Photographer I	14.72
13072 - Photographer II	16.96
13073 - Photographer III	20.94
13074 - Photographer IV	25.54
13075 - Photographer V	30.98
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	7.70
15030 - Counter Attendant	7.70
15040 - Dry Cleaner	9.62
15070 - Finisher, Flatwork, Machine	7.70
15090 - Presser, Hand	7.70
15100 - Presser, Machine, Drycleaning	7.70
15130 - Presser, Machine, Shirts	7.70
15160 - Presser, Machine, Wearing Apparel, Laundry	7.70
15190 - Sewing Machine Operator	10.25
15220 - Tailor	10.90
15250 - Washer, Machine	8.37
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	16.74
19040 - Tool and Die Maker	22.78
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	14.14
21020 - Material Coordinator	16.43
21030 - Material Expediter	16.43
21040 - Material Handling Laborer	11.91
21050 - Order Filler	10.52
21071 - Forklift Operator	13.52
21080 - Production Line Worker (Food Processing)	13.52
21100 - Shipping/Receiving Clerk	13.89
21130 - Shipping Packer	13.45
21140 - Store Worker I	8.00
21150 - Stock Clerk (Shelf stocker; Store worker II)	12.24

21210 - Tools and Parts Attendant	14.00
21400 - Warehouse Specialist	14.00
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	22.04
23040 - Aircraft Mechanic Helper	15.43
23050 - Aircraft Quality Control Inspector	26.36
23060 - Aircraft Servicer	18.51
23070 - Aircraft Worker	19.83
23100 - Appliance Mechanic	16.50
23120 - Bicycle Repairer	12.92
23125 - Cable Splicer	21.98
23130 - Carpenter, Maintenance	16.50
23140 - Carpet Layer	15.63
23160 - Electrician, Maintenance	19.99
23181 - Electronics Technician, Maintenance I	12.68
23182 - Electronics Technician, Maintenance II	21.46
23183 - Electronics Technician, Maintenance III	23.61
23260 - Fabric Worker	14.59
23290 - Fire Alarm System Mechanic	18.20
23310 - Fire Extinguisher Repairer	14.71
23340 - Fuel Distribution System Mechanic	20.21
23370 - General Maintenance Worker	15.63
23400 - Heating, Refrigeration and Air Conditioning Mechanic	18.76
23430 - Heavy Equipment Mechanic	18.72
23440 - Heavy Equipment Operator	17.83
23460 - Instrument Mechanic	19.98
23470 - Laborer	9.04
23500 - Locksmith	16.50
23530 - Machinery Maintenance Mechanic	20.68
23550 - Machinist, Maintenance	17.49
23580 - Maintenance Trades Helper	12.16
23640 - Millwright	19.60
23700 - Office Appliance Repairer	16.93
23740 - Painter, Aircraft	22.46
23760 - Painter, Maintenance	16.50
23790 - Pipefitter, Maintenance	18.75
23800 - Plumber, Maintenance	17.81
23820 - Pneudraulic Systems Mechanic	18.20
23850 - Rigger	18.20
23870 - Scale Mechanic	15.65
23890 - Sheet-Metal Worker, Maintenance	17.37
23910 - Small Engine Mechanic	15.63
23930 - Telecommunication Mechanic I	18.23
23931 - Telecommunication Mechanic II	22.06
23950 - Telephone Lineman	18.23
23960 - Welder, Combination, Maintenance	17.37
23965 - Well Driller	18.30
23970 - Woodcraft Worker	18.20
23980 - Woodworker	13.37
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.75
24580 - Child Care Center Clerk	13.87
24600 - Chore Aid	8.77
24630 - Homemaker	16.71
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	21.49
25040 - Sewage Plant Operator	19.64
25070 - Stationary Engineer	21.49
25190 - Ventilation Equipment Tender	12.16
25210 - Water Treatment Plant Operator	19.64
27000 - Protective Service Occupations	
(not set) - Police Officer	24.11
27004 - Alarm Monitor	15.60

27006 - Corrections Officer	19.52
27010 - Court Security Officer	19.52
27040 - Detention Officer	19.77
27070 - Firefighter	19.82
27101 - Guard I	10.07
27102 - Guard II	15.15
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	15.65
28020 - Hatch Tender	15.65
28030 - Line Handler	15.65
28040 - Stevedore I	13.92
28050 - Stevedore II	17.40
29000 - Technical Occupations	
21150 - Graphic Artist	20.44
29010 - Air Traffic Control Specialist, Center (2)	31.49
29011 - Air Traffic Control Specialist, Station (2)	21.71
29012 - Air Traffic Control Specialist, Terminal (2)	23.92
29023 - Archeological Technician I	15.21
29024 - Archeological Technician II	17.02
29025 - Archeological Technician III	21.08
29030 - Cartographic Technician	22.61
29035 - Computer Based Training (CBT) Specialist/ Instructor	28.44
29040 - Civil Engineering Technician	19.28
29061 - Drafter I	14.16
29062 - Drafter II	15.90
29063 - Drafter III	18.33
29064 - Drafter IV	22.61
29081 - Engineering Technician I	15.61
29082 - Engineering Technician II	17.26
29083 - Engineering Technician III	21.48
29084 - Engineering Technician IV	25.33
29085 - Engineering Technician V	27.52
29086 - Engineering Technician VI	31.49
29090 - Environmental Technician	18.59
29100 - Flight Simulator/Instructor (Pilot)	30.38
29160 - Instructor	21.67
29210 - Laboratory Technician	18.63
29240 - Mathematical Technician	23.35
29361 - Paralegal/Legal Assistant I	15.92
29362 - Paralegal/Legal Assistant II	18.85
29363 - Paralegal/Legal Assistant III	23.00
29364 - Paralegal/Legal Assistant IV	27.91
29390 - Photooptics Technician	24.41
29480 - Technical writer	22.48
29491 - Unexploded Ordnance (UXO) Technician I	20.02
29492 - Unexploded Ordnance (UXO) Technician II	24.22
29493 - Unexploded Ordnance (UXO) Technician III	29.03
29494 - Unexploded (UXO) Safety Escort	20.02
29495 - Unexploded (UXO) Sweep Personnel	20.02
29620 - Weather Observer, Senior (3)	17.80
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	14.75
29622 - Weather Observer, Upper Air (3)	14.75
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	17.45
31260 - Parking and Lot Attendant	8.71
31290 - Shuttle Bus Driver	13.61
31300 - Taxi Driver	9.50
31361 - Truckdriver, Light Truck	13.61
31362 - Truckdriver, Medium Truck	18.71
31363 - Truckdriver, Heavy Truck	19.17
31364 - Truckdriver, Tractor-Trailer	19.17
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	9.19

99030 - Cashier	10.59
99041 - Carnival Equipment Operator	11.29
99042 - Carnival Equipment Repairer	12.36
99043 - Carnival Worker	8.06
99050 - Desk Clerk	9.75
99095 - Embalmer	18.23
99300 - Lifeguard	10.52
99310 - Mortician	21.46
99350 - Park Attendant (Aide)	13.21
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	11.30
99500 - Recreation Specialist	13.51
99510 - Recycling Worker	15.03
99610 - Sales Clerk	11.62
99620 - School Crossing Guard (Crosswalk Attendant)	7.96
99630 - Sport Official	10.52
99658 - Survey Party Chief (Chief of Party)	22.51
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	19.11
99660 - Surveying Aide	13.56
99690 - Swimming Pool Operator	15.60
99720 - Vending Machine Attendant	12.31
99730 - Vending Machine Repairer	15.60
99740 - Vending Machine Repairer Helper	12.31

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.59 an hour or \$103.60 a week or \$448.93 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on

Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of wage and hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties)

contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process

the
request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

William W. Gross Division of
Director Wage Determinations

Wage Determination No.: 1994-2035
Revision No.: 21
Date of Last Revision: 08/04/2004

State: Arkansas

Area: Arkansas Counties of Arkansas, Ashley, Bradley, Calhoun, Chicot, Clark,
Cleveland, Dallas, Desha, Drew, Grant, Jefferson, Lincoln, Ouachita, Phillips, Pike,
Union

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	8.32
01012 - Accounting Clerk II	9.09
01013 - Accounting Clerk III	10.52
01014 - Accounting Clerk IV	11.76
01030 - Court Reporter	11.02
01050 - Dispatcher, Motor Vehicle	11.02
01060 - Document Preparation Clerk	8.78
01070 - Messenger (Courier)	7.19
01090 - Duplicating Machine Operator	8.78
01110 - Film/Tape Librarian	8.95
01115 - General Clerk I	6.82
01116 - General Clerk II	8.31
01117 - General Clerk III	9.90
01118 - General Clerk IV	11.11
01120 - Housing Referral Assistant	12.87
01131 - Key Entry Operator I	8.63
01132 - Key Entry Operator II	9.42
01191 - Order Clerk I	8.60
01192 - Order Clerk II	9.68
01261 - Personnel Assistant (Employment) I	8.52
01262 - Personnel Assistant (Employment) II	9.55
01263 - Personnel Assistant (Employment) III	10.70
01264 - Personnel Assistant (Employment) IV	12.49
01270 - Production Control Clerk	12.72
01290 - Rental Clerk	8.28
01300 - Scheduler, Maintenance	9.85
01311 - Secretary I	9.85
01312 - Secretary II	11.02
01313 - Secretary III	12.87
01314 - Secretary IV	13.65
01315 - Secretary V	15.17
01320 - Service Order Dispatcher	10.85
01341 - Stenographer I	10.03
01342 - Stenographer II	11.35
01400 - Supply Technician	13.65
01420 - Survey Worker (Interviewer)	10.02
01460 - Switchboard Operator-Receptionist	8.66
01510 - Test Examiner	11.02
01520 - Test Proctor	11.02

01531 - Travel Clerk I	9.80
01532 - Travel Clerk II	10.66
01533 - Travel Clerk III	10.88
01611 - Word Processor I	8.94
01612 - Word Processor II	9.85
01613 - Word Processor III	11.02
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	10.15
03041 - Computer Operator I	10.73
03042 - Computer Operator II	12.12
03043 - Computer Operator III	14.48
03044 - Computer Operator IV	19.77
03045 - Computer Operator V	21.45
03071 - Computer Programmer I (1)	15.74
03072 - Computer Programmer II (1)	16.17
03073 - Computer Programmer III (1)	19.51
03074 - Computer Programmer IV (1)	23.52
03101 - Computer Systems Analyst I (1)	18.32
03102 - Computer Systems Analyst II (1)	21.69
03103 - Computer Systems Analyst III (1)	24.96
03160 - Peripheral Equipment Operator	10.73
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	14.41
05010 - Automotive Glass Installer	12.74
05040 - Automotive Worker	12.74
05070 - Electrician, Automotive	14.27
05100 - Mobile Equipment Servicer	11.48
05130 - Motor Equipment Metal Mechanic	14.27
05160 - Motor Equipment Metal Worker	12.74
05190 - Motor Vehicle Mechanic	14.27
05220 - Motor Vehicle Mechanic Helper	10.50
05250 - Motor Vehicle Upholstery Worker	12.74
05280 - Motor Vehicle Wrecker	12.74
05310 - Painter, Automotive	13.53
05340 - Radiator Repair Specialist	12.74
05370 - Tire Repairer	9.79
05400 - Transmission Repair Specialist	14.27
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	8.11
07010 - Baker	12.67
07041 - Cook I	11.06
07042 - Cook II	12.69
07070 - Dishwasher	8.11
07130 - Meat Cutter	12.69
07250 - Waiter/Waitress	9.20
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	13.38
09040 - Furniture Handler	9.44
09070 - Furniture Refinisher	13.38
09100 - Furniture Refinisher Helper	10.38
09110 - Furniture Repairer, Minor	11.79
09130 - Upholsterer	13.38
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	8.11
11060 - Elevator Operator	8.11
11090 - Gardener	11.06
11121 - House Keeping Aid I	8.11
11122 - House Keeping Aid II	9.20
11150 - Janitor	8.11
11210 - Laborer, Grounds Maintenance	9.20
11240 - Maid or Houseman	7.27
11270 - Pest Controller	12.46
11300 - Refuse Collector	9.09

11330 - Tractor Operator	10.33
11360 - Window Cleaner	9.20
12000 - Health Occupations	
12020 - Dental Assistant	11.84
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.84
12071 - Licensed Practical Nurse I	10.16
12072 - Licensed Practical Nurse II	11.39
12073 - Licensed Practical Nurse III	12.74
12100 - Medical Assistant	9.77
12130 - Medical Laboratory Technician	10.89
12160 - Medical Record Clerk	10.58
12190 - Medical Record Technician	14.66
12221 - Nursing Assistant I	7.79
12222 - Nursing Assistant II	8.77
12223 - Nursing Assistant III	9.56
12224 - Nursing Assistant IV	10.73
12250 - Pharmacy Technician	12.19
12280 - Phlebotomist	10.64
12311 - Registered Nurse I	16.00
12312 - Registered Nurse II	19.59
12313 - Registered Nurse II, Specialist	19.59
12314 - Registered Nurse III	23.70
12315 - Registered Nurse III, Anesthetist	23.70
12316 - Registered Nurse IV	28.38
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	16.68
13011 - Exhibits Specialist I	11.92
13012 - Exhibits Specialist II	14.04
13013 - Exhibits Specialist III	18.02
13041 - Illustrator I	11.92
13042 - Illustrator II	14.04
13043 - Illustrator III	18.02
13047 - Librarian	15.86
13050 - Library Technician	10.15
13071 - Photographer I	9.31
13072 - Photographer II	11.92
13073 - Photographer III	14.04
13074 - Photographer IV	18.02
13075 - Photographer V	19.07
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	7.40
15030 - Counter Attendant	7.40
15040 - Dry Cleaner	9.19
15070 - Finisher, Flatwork, Machine	7.40
15090 - Presser, Hand	7.40
15100 - Presser, Machine, Drycleaning	7.40
15130 - Presser, Machine, Shirts	7.40
15160 - Presser, Machine, Wearing Apparel, Laundry	7.40
15190 - Sewing Machine Operator	9.80
15220 - Tailor	10.42
15250 - Washer, Machine	8.02
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	13.38
19040 - Tool and Die Maker	16.35
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	11.14
21020 - Material Coordinator	12.72
21030 - Material Expediter	12.72
21040 - Material Handling Laborer	8.70
21050 - Order Filler	9.05
21071 - Forklift Operator	11.78
21080 - Production Line Worker (Food Processing)	11.42
21100 - Shipping/Receiving Clerk	10.52

21130 - Shipping Packer	10.83
21140 - Store Worker I	8.91
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	11.84
21210 - Tools and Parts Attendant	11.42
21400 - Warehouse Specialist	11.42
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	15.52
23040 - Aircraft Mechanic Helper	11.42
23050 - Aircraft Quality Control Inspector	17.00
23060 - Aircraft Servicer	13.02
23070 - Aircraft Worker	13.86
23100 - Appliance Mechanic	14.72
23120 - Bicycle Repairer	9.79
23125 - Cable Splicer	15.52
23130 - Carpenter, Maintenance	13.38
23140 - Carpet Layer	13.68
23160 - Electrician, Maintenance	17.27
23181 - Electronics Technician, Maintenance I	10.18
23182 - Electronics Technician, Maintenance II	15.64
23183 - Electronics Technician, Maintenance III	16.54
23260 - Fabric Worker	13.46
23290 - Fire Alarm System Mechanic	15.52
23310 - Fire Extinguisher Repairer	11.14
23340 - Fuel Distribution System Mechanic	14.11
23370 - General Maintenance Worker	13.87
23400 - Heating, Refrigeration and Air Conditioning Mechanic	14.49
23430 - Heavy Equipment Mechanic	15.52
23440 - Heavy Equipment Operator	14.11
23460 - Instrument Mechanic	15.52
23470 - Laborer	8.70
23500 - Locksmith	13.38
23530 - Machinery Maintenance Mechanic	15.10
23550 - Machinist, Maintenance	15.03
23580 - Maintenance Trades Helper	10.38
23640 - Millwright	15.52
23700 - Office Appliance Repairer	14.72
23740 - Painter, Aircraft	14.72
23760 - Painter, Maintenance	13.74
23790 - Pipefitter, Maintenance	15.89
23800 - Plumber, Maintenance	15.46
23820 - Pneudraulic Systems Mechanic	15.52
23850 - Rigger	15.52
23870 - Scale Mechanic	13.87
23890 - Sheet-Metal Worker, Maintenance	14.12
23910 - Small Engine Mechanic	13.87
23930 - Telecommunication Mechanic I	15.52
23931 - Telecommunication Mechanic II	16.35
23950 - Telephone Lineman	15.52
23960 - Welder, Combination, Maintenance	14.11
23965 - Well Driller	15.52
23970 - Woodcraft Worker	15.52
23980 - Woodworker	12.58
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	7.73
24580 - Child Care Center Clerk	9.64
24600 - Chore Aid	8.45
24630 - Homemaker	10.29
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	15.52
25040 - Sewage Plant Operator	14.52
25070 - Stationary Engineer	15.52
25190 - Ventilation Equipment Tender	11.52
25210 - Water Treatment Plant Operator	14.52

27000 - Protective Service Occupations	
(not set) - Police Officer	16.23
27004 - Alarm Monitor	10.18
27006 - Corrections Officer	11.87
27010 - Court Security Officer	12.36
27040 - Detention Officer	11.87
27070 - Firefighter	11.87
27101 - Guard I	9.75
27102 - Guard II	11.55
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	12.84
28020 - Hatch Tender	12.84
28030 - Line Handler	12.84
28040 - Stevedore I	11.85
28050 - Stevedore II	13.33
29000 - Technical Occupations	
21150 - Graphic Artist	15.14
29010 - Air Traffic Control Specialist, Center (2)	30.50
29011 - Air Traffic Control Specialist, Station (2)	21.03
29012 - Air Traffic Control Specialist, Terminal (2)	23.16
29023 - Archeological Technician I	9.31
29024 - Archeological Technician II	11.33
29025 - Archeological Technician III	14.04
29030 - Cartographic Technician	14.04
29035 - Computer Based Training (CBT) Specialist/ Instructor	18.32
29040 - Civil Engineering Technician	14.04
29061 - Drafter I	8.07
29062 - Drafter II	9.31
29063 - Drafter III	11.92
29064 - Drafter IV	14.04
29081 - Engineering Technician I	8.07
29082 - Engineering Technician II	9.31
29083 - Engineering Technician III	11.92
29084 - Engineering Technician IV	14.04
29085 - Engineering Technician V	18.02
29086 - Engineering Technician VI	19.07
29090 - Environmental Technician	14.37
29100 - Flight Simulator/Instructor (Pilot)	21.69
29160 - Instructor	16.80
29210 - Laboratory Technician	11.36
29240 - Mathematical Technician	14.04
29361 - Paralegal/Legal Assistant I	8.74
29362 - Paralegal/Legal Assistant II	12.11
29363 - Paralegal/Legal Assistant III	14.82
29364 - Paralegal/Legal Assistant IV	17.91
29390 - Photooptics Technician	14.04
29480 - Technical Writer	19.67
29491 - Unexploded Ordnance (UXO) Technician I	19.38
29492 - Unexploded Ordnance (UXO) Technician II	23.45
29493 - Unexploded Ordnance (UXO) Technician III	28.11
29494 - Unexploded (UXO) Safety Escort	19.38
29495 - Unexploded (UXO) Sweep Personnel	19.38
29620 - Weather Observer, Senior (3)	15.60
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	11.67
29622 - Weather Observer, Upper Air (3)	11.67
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	11.50
31260 - Parking and Lot Attendant	6.45
31290 - Shuttle Bus Driver	8.15
31300 - Taxi Driver	9.72
31361 - Truckdriver, Light Truck	8.15
31362 - Truckdriver, Medium Truck	12.02
31363 - Truckdriver, Heavy Truck	11.62

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31364 - Truckdriver, Tractor-Trailer	13.00
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	9.59
99030 - Cashier	6.92
99041 - Carnival Equipment Operator	10.33
99042 - Carnival Equipment Repairer	11.06
99043 - Carnival Worker	8.11
99050 - Desk Clerk	6.91
99095 - Embalmer	19.38
99300 - Lifeguard	8.57
99310 - Mortician	19.38
99350 - Park Attendant (Aide)	10.76
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	7.46
99500 - Recreation Specialist	11.92
99510 - Recycling Worker	11.70
99610 - Sales Clerk	8.57
99620 - School Crossing Guard (Crosswalk Attendant)	8.92
99630 - Sport Official	8.57
99658 - Survey Party Chief (Chief of Party)	12.43
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	11.14
99660 - Surveying Aide	8.14
99690 - Swimming Pool Operator	12.30
99720 - Vending Machine Attendant	7.78
99730 - Vending Machine Repairer	9.56
99740 - Vending Machine Repairer Helper	8.17

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.59 an hour or \$103.60 a week or \$448.93 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 10 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional

10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

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Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.